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SS 371

GOVERNMENT SOCIAL SURVEY

# Operatives in the Building Industry

by Geoffrey Thomas

*An enquiry carried out for the Building Research Station of the Ministry of Public Building and Works*

SS 371

May 1968

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# GOVERNMENT SOCIAL SURVEY

## INTRODUCTION

At the beginning of 1963 the National Joint Council for the building industry asked the Building Research Station to undertake an inquiry into operative skills. The Building Research Station concluded that "training cannot be considered in isolation from the whole industrial environment, it is inevitably related to recruitment, mobility within the industry and the permanence of the overall labour force. . . . At the receiving end of the training process is not only an operative but a man whose attitudes toward the industry and whose social behaviour need to be borne in mind if any changes are to be made effectively". *In 1964 the Building Research Station asked the Government Social Survey to carry out a survey into such matters and the interviewing was completed in May–June 1965.

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* Building Operatives Work. Vol. 1. Building Research Station. H.M.S.O. 1967.

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# OPERATIVES IN THE BUILDING INDUSTRY

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# OPERATIVES IN THE BUILDING INDUSTRY

## THE CURRENT JOB OF OPERATIVES

The building industry is composed, at the operative level, of men employing a wide variety of skills in a relatively narrower range of methods of construction. This inquiry was carried out because little was known about the men themselves, their characteristics, and what their attitudes were toward the building industry. This report begins, therefore, with a description of the men employed in that part of the building industry which was sampled, namely firms or local authorities engaged wholly or in part in the construction of buildings.*

### A. The Current Job of Operatives

The current job of men in the sample as at June 1965 has been analysed according to

(*a*) The size of firm they were working for.
(*b*) Their trade and grade.
(*c*) Their length of service with firm.
(*d*) The type of plant they were using.
(*e*) Working at home or away.
(*f*) How they travelled to work and how long it took.

They were also asked questions about the type of construction and type of building they were working on and this is related to the size of the firm that employed them.

### (a) *Type of firm*

Type of firm was classified by the men interviewed as general contractor, specialist contractor, labour only firm. It was thought that men are not able to give the size of their firm according to number of employees and they were, accordingly, asked whether their firm was a large national contractor, a small local firm, or one falling between the two. It should be remembered, however, that the sample was deficient in very large national firms (see Appendix I) and the men in these firms are probably under-represented by about 30 per cent.

The percentage of men employed according to size and type of firm follows:

TABLE 1

| Type of Contractor | Size of Firm | | | | Local Authority | Self Employed | Total |
|---|---|---|---|---|---|---|---|
| | Large National Per cent | In between the two Per cent | Small Local Per cent | Un-Classified Per cent | | | |
| General ... | 78 | 82 | 87 | — | — | — | 85 |
| Specialist | 22 | 18 | 12 | — | — | — | 14 |
| Labour only (firm) ... | — | — | † | — | — | — | ‡ |
| Total ... | 344 | 898 | 827 | 12 | 248 | 82 | 2411 |
| Per cent | 14 | 34 | 34 | — | 10 | 4 | 100 |

The 82 self employed men were mostly working principals, although 29 were solitary operatives including 14 men who offered labour only.

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*See Appendix I for description of sampling method.

† ½ of 1 per cent. ‡ ¼ of 1 per cent.

Thirty per cent of the men interviewed had worked continuously for the same firm since they entered building. (An analysis by the time at which they had entered the industry showed that 8 per cent of those who had entered building before 1945 were still with the same firm, as were 19 per cent of those entering 1945–1954 and 56 per cent of those who had entered 1955–1965). A further 42 per cent had worked continuously in the building industry since they first entered it and 28 per cent have moved in and out of the building industry. There were slight differences between men of different status. For example, 25 per cent of men entering the building industry as apprentices had worked outside the industry at some time, compared with 33 per cent of men entering as labourers.

The men who had worked outside building were asked what kind of work they had done, and this has been compared with a rough classification of their skill on entry to building.

TABLE 2

| Skill (based on Registrar-General's classification | Highest level of skill outside building Per cent | Level in building Per cent |
|---|---|---|
| Skilled ... ... ... ... | 55* | 37 |
| Semi-skilled ... ... ... ... | 22 | 16 |
| Unskilled ... ... ... ... | 20 | 43 |
| Unclassified ... ... ... ... | 3 | 4 |

There was little difference between men who had entered the building industry at different periods of time.

(h) *Trade description and status*

Men were classified according to status and trade, using the codes developed by B.R.S. for its own inquiry. The following table shows the distribution of the men interviewed. The strong craft element in building is again apparent. Nearly three-quarters of all men have a particular skill and the three predominant crafts are still Carpenter/Joiner, Bricklayer, Painter and Decorator. Men in these crafts account for three-quarters of all craftsmen. Only 25 per cent of the labour force sampled consisted of labourers or mates and again only half of these were general labourers.

TABLE 3

| | | | Status | | | |
|---|---|---|---|---|---|---|
| Trade† | Foreman Ganger Charge-hand | Opera-tive | Appren-tice Learner Improver | Labour-ers' mate | Plant Operator Plant Fitter | All |
| General ... ... | 15 | 1 | 1 | 45 | — | 14 |
| Carpenter/Joiner ... | 26 | 23 | 33 | 3 | — | 19 |
| Bricklayer ... ... | 20 | 20 | 22 | 18 | — | 19 |
| Plumber ... ... | 5 | 8 | 11 | 1 | — | 6 |
| Plasterer ... ... | 4 | 6 | 5 | 5 | — | 5 |
| Painter/Decorator ... | 18 | 34 | 22 | 2 | — | 20 |
| Other Trades ... | 2 | 4 | 2 | 3 | — | 8 |
| Specialist Trades ... | 5 | 3 | 2 | 9 | — | 5 |
| Plant Operator ... | 5 | 2 | 2 | 14 | 100 | 3 |
| Number ... ... | 413 | 947 | 339 | 594 | 118 | 2,411 |
| Per cent ... ... | 17 | 39 | 14 | 25 | 5 | 100 |

*Includes 16 per cent who had also worked at unskilled and semi-skilled jobs.

†See Appendix II for full list of trades and skill classification.

*Age and Trade*

An analysis of men according to skill and age at the time of interview and a comparison with national figures for manual workers shows that the building workers in the sample were more frequently under 25 years of age than workers in general and less frequently 60 and over. This point is discussed further in Appendix I.

TABLE 4

| Age | General Workers Per cent | Main Trades* Per cent | Specialist Trades Per cent | Plant Operators Per cent | All in Sample Per cent | Manual Workers GB 1963† Per cent |
|---|---|---|---|---|---|---|
| Up to 19 ... ... | 6 | 14 | 8 | 7 | 12 | 8 |
| 20–24 ... ... ... | 14 | 13 | 12 | 12 | 13 | 9 |
| 25–29 ... ... ... | 9 | 11 | 12 | 14 | 11 | 11 |
| 30–34 ... ... ... | 11 | 10 | 12 | 8 | 10 | 28 |
| 35–39 ... ... ... | 8 | 9 | 14 | 11 | 9 | |
| 40–44 ... ... ... | 8 | 9 | 10 | 14 | 9 | |
| 45–49 ... ... ... | 11 | 8 | 9 | 10 | 8 | |
| 50–54 ... .. ... | 11 | 8 | 6 | 9 | 9 | 19 |
| 55–59 ... ... ... | 9 | 9 | 10 | 8 | 9 | 9 |
| 60+ ... ... ... | 13 | 10 | 8 | 8 | 10 | 16 |
| | 340 | 1,715 | 112 | 244 | 2,411 | 5,258 |

(c) *Trade and status by size of firm*

An analysis of trade and status by size of firm indicates that there is a difference in the trade "mix" and status "mix" of firms of different sizes. The

TABLE 5

| Status | Large National Firm Per cent | Middle Sized Firms Per cent | Small Local Firms Per cent | Local Authority Per cent | Self Employed Per cent | All Per cent |
|---|---|---|---|---|---|---|
| Foreman ... ...<br>Ganger ... ...<br>Chargehand ... ... | 15 | 18 | 14 | 8 | 68‡ | 17 |
| Operative ... ... | 33 | 36 | 41 | 57 | 31 | 39 |
| Apprentice ... ...<br>Learner ... ...<br>Improver ... ... | 10 | 15 | 18 | 10 | — | 14 |
| Labourer ... ...<br>Mate ... ... ... | 38 | 24 | 23 | 23 | 1 | 25 |
| Plant Operator ...<br>Plant Fitter ... ... | 4 | 4 | 4 | 2 | — | 5 |
| All 100 per cent ... | 344 | 898 | 827 | 248 | 82 | 2,399 § |
| Trades (Grouped) | Per cent | Per cent | Per cent | Per cent | Per cent | Per cent |
| General ... ... | 7 | 13 | 13 | 15 | 12 | 14 |
| Carpenter/Joiner ...<br>Bricklayer ... ... | 32 | 36 | 42 | 32 | 37 | 38 |
| Mason/Plasterer ... | 6 | 6 | 6 | 4 | 20 | 7 |
| Other main trades ... | 16 | 27 | 27 | 43 | 25 | 26 |
| Specialist trades ... | 15 | 4 | 2 | 1 | 1 | 5 |
| Plant operation ... | 13 | 13 | 7 | 5 | 5 | 10 |

*Including Apprentices.

†Labour Mobility in Great Britain 1953–1963. Harris & Clauson, GSSD 1967.

‡Working Principals.

§12 answers unclassified.

principle difference is between large national firms and the rest. The status difference consists largely of a higher proportion of labourers to craftsmen in the larger firms and a related trade difference in that large firms employ a larger percentage of men on general work and in what has been called specialist trades.

The fourth and fifth columns of the preceding table relate to self-employed persons and those employed by local authorities. They differ from firms' employees in their balance of tradesmen and supervisors.

Some of the differences between firms could be accounted for by the fact that 85 per cent of the men in large firms are employed on some form of construction compared with only 58 per cent in other firms. An analysis of the trades of those employed on construction shows that construction employs a higher proportion of general workers (mostly labourers) bricklayers, masons, plasterers and specialist trades and plant operators. These trades account for 68 per cent of the men employed on new construction compared with 32 per cent of those not engaged on construction. (The division between construction and non-construction is based on replies to a question about the type of work the men were engaged upon.)

TABLE 6

| Skill | On New Construction Per cent | Not on New Construction Per cent |
|---|---|---|
| General ... | 16 | 11 |
| Carpenter/Joiner | 17 | 20 |
| Bricklayer | 25 | 9 |
| Mason ... | 2 | 1 |
| Plumber ... | 3 | 10 |
| Glazier ... | — | — |
| Plasterer | 6 | 3 |
| Painter/Decorator | 9 | 36 |
| Slater/Asphalter/Paviour | 1 | 1 |
| Specialist Trades | 7 | 1 |
| Plant Operation | 12 | 7 |
| Total | 1,435 | 976 |

It could be assumed that the type of new construction would also be associated with the employment of different trades and that this in turn would be associated with size of firm. The following analyses by size of firm and type of construction and trade and type of construction confirm this assumption.

TABLE 7

| Type of New Construction* | Size of Firm<br>Large National Per cent | Middle Sized Per cent | Small Local Per cent | All Firms Per cent |
|---|---|---|---|---|
| Load Bearing Brickwork etc. | 28 | 57 | 76 | 57 |
| Industrialised | 36 | 15 | 7 | 17 |
| Mixed | 30 | 17 | 12 | 18 |
| Other | 6 | 11 | 5 | 8 |
| Total | 294 | 545 | 464 | 1,303† |

*See Appendix II. Type of Construction Code.

†Men employed on construction by private employers only.

TABLE 8

| Trade | Type of Construction<br>Brickwork<br>Per cent | <br>Industrial<br>Per cent | <br>Mixed<br>Per cent | <br>Other<br>Per cent | All<br>Per cent |
|---|---|---|---|---|---|
| General ... ... ... ... | 16 | 19 | 15 | 14 | 16 |
| Carpenter/Joiner/Bricklayer ... | 58 | 42 | 51 | 17 | 50 |
| Mason/Plasterer/Other Trades ... | 13 | 14 | 15 | 20 | 14 |
| Specialist Trades ... ... ... | 3 | 17 | 8 | 7 | 7 |
| Plant Operation ... ... ... | 10 | 8 | 10 | 42 | 12 |
| Total ... ... ... ... | 822 | 237 | 265 | 111 | 1,465 |

Sixty-six per cent of the men employed by large national firms were engaged on industrial or mixed types of building, compared with 32 per cent in middle sized firms and 19 per cent in small local firms. Industrialised types of construction employed a higher proportion of general workers and a lower proportion of carpenters and bricklayers than other types and a much higher proportion of men in specialist trades. To some extent therefore the size of firm a man works for will determine his range of work experience. Type of building is also related to size of firm.

TABLE 9

| Type of Building | Size of Firm<br>Large National<br>Per cent | <br>Middle Sized<br>Per cent | <br>Small Local<br>Per cent | <br>Others<br>Per cent | All Firms<br>Per cent |
|---|---|---|---|---|---|
| Low rise residential ... ... | 18 | 28 | 37 | 30 | 28 |
| Multi-storey residential, Public, Municipal, Cultural, Industrial | 34 | 12 | 6 | 12 | 13 |
| Residential Health, Non-residential schools, Colleges, Technical Laboratory, Clinic, Offices, Commercial ... ... ... | 24 | 13 | 10 | 3 | 12 |
| Other ... ... ... ... | 7 | 5 | 3 | 3 | 5 |
| Unclassified ... ... ... | 3 | — | — | 1 | 1 |
| Not on construction ... ... | 14 | 39 | 44 | 39 | 40 |
| Total ... ... ... ... | 344 | 898 | 827 | 342 | 2,411 |

The large national firms in the sample employed nearly 60 per cent of their men on categories of building other than one or two storey housing compared with 25 per cent of middle sized firms and 16 per cent of small local firms. Furthermore only 14 per cent of the men employed by large national firms were not engaged on construction compared with over 40 per cent in the middle sized or small firms.

### (d) *Length of service*

One man in five had been employed by his firm for less than one year. The large-scale site work with a limited life undertaken by large contractors would lead one to expect that men would move between them more freely than between others and in consequence show more frequently a shorter length of service. This is so.

TABLE 10

| Length of Service | Size of Firm<br>Large National Per cent | Middle Sized Per cent | Small Local Per cent | All Firms Per cent | All Male Manual Workers in G.B.* Per cent |
|---|---|---|---|---|---|
| Up to 3 months ... ... ... | 11 | 6 | 6 | 7 | 11 |
| 3 months up to 6 ... ... | 11 | 6 | 5 | 6 | |
| 6 months up to 1 year ... ... | 13 | 8 | 8 | 9 | |
| 1 year up to 4 ... ... ... | 41 | 41 | 41 | 41 | 24 |
| 5 years up to 9 ... ... ... | 9 | 13 | 15 | 12 | 19 |
| 10–14 years ... ... ... | 5 | 10 | 7 | 8 | 46 |
| 15 years and over ... ... | 10 | 16 | 18 | 17 | |
| | 344 | 827 | 898 | 2,081 | 494 |

A third of the men employed by the large national firms had been with them for less than a year compared with one-fifth of the men employed by other firms. It has been shown, however, that large national firms employ a higher proportion than other firms of labourers, men in specialist trades and plant operators and, if these groups stayed with all firms for a shorter length of time than men in other occupations this could account for some of the difference between firms.

A comparison with national figures shows, nevertheless, that length of service with firms in building is shorter than length of service in all industries.†

TABLE 11

| Length of Service | Status<br>Foremen Gangers Charge-hands Per cent | Operatives Per cent | Apprentice Improver Learner Per cent | Labourer Mate Per cent | Plant Operator Plant Fitter Per cent |
|---|---|---|---|---|---|
| Up to 3 months ... | 2 | 5 | 8 | 9 | 5 |
| 3 months to 6 months | 4 | 11 | 10 | 24 | 11 |
| 6 months to 1 year ... | 9 | 18 | 23 | 37 | 17 |
| 1–4 years ... ... | 46 | 57 | 81 | 72 | 65 |
| 5–9 years ... ... | 65 | 72 | 100 | 85 | 85 |
| 10–14 years ... ... | 78 | 81 | — | 94 | 87 |
| 15 years and over ... | 100 | 100 | — | 100 | 100 |
| Totals ... ... | 413 | 947 | 339 | 594 | 118 |

Excluding apprentices, who are short term by definition, there is a hierarchy of length of service. Foremen are the most long term group followed by plant operators and operatives and then by labourers. This is, of course, a normal pattern. A comparison with national figures shows, however, that 32 per cent of all skilled manual workers had held their job for up to 1 year, compared with 18 per cent of skilled building workers, and that 53 per cent of all unskilled workers had held their job for less than one year compared with 37 per cent of unskilled building workers.

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*Workplace Industrial Relations. GSSD Report 402 1968. The figures quoted are derived from a national sample of persons aged 21+ carried out in connection with that survey.

†However, see discussions on sampling losses. Appendix I.

A cross analysis of the two preceding tables shows that length of service in large national firms was shorter than in all others for all major occupations. Thirty-two per cent of operatives in large firms had served 12 months or less compared with 16 per cent in other firms and 47 per cent of labourers in large firms had served 12 months or less compared with 33 per cent in other firms. The difference in length of service shown in table 10 is not entirely due to a different mix of trade status and skill in the labour force in the large firms. It is a true difference which could be associated with the fact already noted that 85 per cent of the men in large firms are employed on construction projects, compared with only 58 per cent of the men in other firms. This would imply greater movement associated with completion of projects.*

(e) *Use of new techniques*

Men were asked if they had used on their current site any methods, tools or equipment they had not used before. Seven per cent said that they had. The greater use of industrialised building methods by the large national firms would lead one to suppose that men working for these firms would more frequently report the use of methods, etc., that were new to them. The number doing so was still only 9 per cent of those working for larger firms, however, compared with 6 per cent in middle sized firms and 3 per cent in small local firms. There were some differences also between men of different trade status.

| *Status* | *New Methods etc.* |
|---|---|
| Foreman ... ... ... ... ... | 6 per cent |
| Operatives ... ... ... ... ... | 5 per cent |
| Labourers, Mates ... ... ... ... | 6 per cent |
| Apprentices, etc. ... ... ... ... | 3 per cent |
| Plant Operators/Fitters ... ... ... | 2 per cent |

Whether these figures are high or low in relation to other forms of production it is, of course, impossible to say. The questions covered such a wide field, too, that what was new might have been very minor indeed.

(f) *Use of plant*

The use of plant is not restricted to plant operators and all the men were asked what type of plant they had used on site in their job at the time of interview. Just over 40 per cent of all men had used plant of some kind or another and whether they worked for a large or small firm made little difference to the figure. In the large national firms, however, 52 per cent maintained their plant as well, compared with 58 per cent in middle sized firms and 72 per cent in small local firms. The plant used and the proportion of men using each type of plant is shown below with a column which indicates the proportion of men using each type of plant who also maintained it.

This total of 928 men using plant includes the 118 men who describe themselves as plant operators, and fitters, and a further 120 (three-quarters of them labourers) who say that their current job involves the use of plant, mostly for loading and transporting and concrete mixing. The balance of 690 men must, therefore, have used equipment casually. A further analysis of the ways in which men learning to use equipment shows that their method of learning was also very frequently casual in that they just "picked it up" from others.

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*Further evidence on this point will be found on p.35.

TABLE 12

| Type of Equipment | Men Using Plant Per cent | Users maintaining Plant Per cent |
|---|---|---|
| Concrete Cementing Plant ... ... | 38 | 29 |
| Specialist Equipment ... ... | 30 | 41 |
| Hand Tools ... ... ... ... | 24 | 30 |
| Loading and Transporting ... ... | 22 | 30 |
| General Site Equipment ... ... | 12 | 18 |
| Earth Moving Equipment ... ... | 8 | 90 |
| Ground Formation Equipment ... | 3 | * |
| Cranes... ... ... ... ... | 1 | 60 |
|  | 928 | — |

TABLE 13

| Plant Used | Taught himself Per cent | Saw it done Per cent | Factory Site Training Per cent | Special Course Per cent | Other Per cent | Don't remember Per cent | Total Number |
|---|---|---|---|---|---|---|---|
| Specialist Equipment ... | 30 | 42 | 26 | 9 | 8 | — | 279 |
| Concrete Mixer ... ... | 40 | 56 | 6 | 1 | 1 | 1 | 354 |
| Hand Tools ... ... | 36 | 46 | 18 | 4 | 7 | † | 226 |
| Loading and Transport ... | 50 | 35 | 8 | — | — | — | 203 |
| General Site Equipment ... | 42 | 51 | 7 | 2 | 3 | 1 | 114 |
| Earth Moving Equipment | 61 | 32 | 10 | 10 | 1 | — | 71 |
| Ground Formation Equipment | (12) | (12) | (1) | — | — | — | 25 |
| Cranes ... ... ... | (5) | (3) | (3) | — | — | — | 10 |
| % of all plant users ... | 40 | 44 | 13 | 5 | 6 | 1 | 100‡ |

Men using specialist equipment and hand tools were the only two groups with a sizeable proportion who had received factory or site training or had gone on a specialist course. Eight out of ten men had had no training for the equipment they used and sometimes maintained. This was true whether men worked for large, middle-sized or small firms.

(g) *Home or away*

Building trade workers are envisaged as a drifting population. Men were asked, therefore, if they were, at the time of interview, living at home or not. Ninety-eight per cent were living at home. Of those employed by large national contractors 96 per cent, of those employed by middle-sized firms, 98 per cent, and of those employed by small local firms 99 per cent lived at home. There were no differences between men in different occupations. It could, of course, be argued that the inquiry missed those men who were not living at home or otherwise leading a vagrant life. An analysis of non-contacts shows that if one included in the sample all men whose address was not known and/or whom it had been impossible to interview and assumed that they were not living at home the percentage living at home would decline to 89 per cent. This is an unreasonable assumption, however. A more reasonable one would be to assume that only those men whose address was not known to their employer were not living at home. On this basis the percentage of men living at home would be just over 94 per cent. It is certain, therefore, that only a small percentage of men in the building industry are living away from home at any one time.

---

*Number too small to percentage.

†Numbers in brackets.

‡More than one method could be used so percentages add up to more than 100

(h) *Journey to work*

More or less all men have to travel to work and again it is suggested that building trade workers have to travel farther than most. Men were asked first of all what form of transport they used to get to work and these figures can be compared with national figures for all occupations.

TABLE 14

| Method of Travel | Building Workers Per cent | All Workers* G.B. 1963 Per cent |
|---|---|---|
| Walk only ... ... | 10 | 20 |
| Cycle ... ... | 11 | 12 |
| Car/Motor Cycle ... | 33 | 28 |
| Public Transport ... | 22 | 40 |
| Firm's Transport ... | 26 | 2 |
| Other... ... ... | 2 | — |
| Unclassified ... ... | 1 | — |
| Total ... ... | 2,411 | 10,882 |

Building workers walk less frequently than others and travel by firms' transport very much more frequently than in other industries. Among building workers themselves there were considerable differences in the form of transport used. Car users were in order of magnitude, Plant Operators/Fitters, 60 per cent, Foremen, 42 per cent, Operatives, 35 per cent, Apprentices, etc., 29 per cent, Labourers, 21 per cent. Public transport users were in the reverse order.

TABLE 15

| Time taken to get to work | Size of Firm | | | | National (all workers) Per cent |
|---|---|---|---|---|---|
| | Large Per cent | Medium Per cent | Small Per cent | All Per cent | |
| Up to 14 mins. ... | 23 | 28 | 35 | 30 | 40 |
| 15—29 mins. ... | 26 | 31 | 34 | 31 | 28 |
| 30—44 mins. ... | 17 | 19 | 19 | 18 | 16 |
| 45—59 mins. ... | 13 | 9 | 6 | 8 | 5 |
| 60 and over ... ... | 18 | 11 | 5 | 10 | 6 |
| Varies... ... ... | 2 | 2 | 1 | 2 | 5 |
| Total ... ... | 344 | 898 | 827 | 2,411† | 10,882 |

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*Labour Mobility in Great Britain 1953–1963. S.S. 333. March 1966.

†Total includes 342 men self-employed or employed by a Local Authority.

There were also differences between men working for different sizes of firm. They were slight but they indicate that a higher proportion of men in the small and middle-sized firms walk or cycle to work and in large firms a higher proportion travel by firm's transport. This could be related to the length of journey involved but the only measure of this is the time taken to get to work by whatever form of transport is used.

Five out of ten men in the larger firms, six out of ten in the middle-sized and seven out of ten in the small firms take less than half an hour to get to work. A comparison with national figures shows that men working in small firms have much the same journey time as workers in the country as a whole, but that, by the same comparison with national figures, three times as many men in the large firms and twice as many in the middle-sized firms had journeys of three-quarters of an hour or over. In general, therefore, it is the men working for the large and middle-sized firms who differ most from all workers, in that they travel more frequently by car and over a longer period of time.

(i) *Regional distribution*

The broad distributions of building workers within regions is shown below.

TABLE 16

| Status | North, N.E., N.W. Per cent | N. & E. Midland Per cent | London & S.E. Per cent | South & West Per cent | Scotland Per cent | Wales Per cent | Total Per cent |
|---|---|---|---|---|---|---|---|
| Foreman, Ganger Chargehand ... | 17 | 17 | 20 | 17 | 16 | 12 | 17 |
| Operative... ... | 41 | 37 | 48 | 36 | 36 | 37 | 39 |
| Apprentice etc. ... | 17 | 15 | 9 | 14 | 19 | 9 | 14 |
| Labourer, Mate ... | 23 | 26 | 23 | 22 | 27 | 37 | 25 |
| Plant Op./Fitter | 2 | 5 | 2 | 12 | 3 | 4 | 5 |
| % of all plant users | 540 | 500 | 439 | 492 | 271 | 169 | 2,411 |

Because of the small numbers involved in the table it is possible that the true differences between regions are even less than those shown. The only two points of any significance, therefore, are the distributions in London and S.E., where the comparatively high proportion of operatives and low proportion of apprentices are remarkable, and in Wales, because of the high proportion of labourers and, again, the low proportion of apprentices.

A comparison between the percentage of building workers in each region and the percentage of the employed population follows.

TABLE 16a

| Region | North, N.E. N.W. Per cent | N. & E. Midland Per cent | London & S.E. Per cent | South & West Per cent | Scotland Per cent | Wales Per cent | Total Per cent |
|---|---|---|---|---|---|---|---|
| Building Workers | 23 | 21 | 18 | 20 | 11 | 7 | 2,411 |
| All Workers ... G.B. 1963* ... | 27 | 24 | 22 | 12 | 10 | 5 | 11,581 |

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*Labour, mobility *op cit*.

If it can be assumed that the amount of building generated is determined by working population these figures would suggest that the first three regions together are undermanned by building workers to the extent of 11 per cent and the remaining regions correspondingly overmanned, principally the South and West.

**Summary**

The men in this sample were working principally for middle-sized and small firms who were general contractors. About a sixth were employed in large firms and about a fifth were with specialist firms.*

Three-quarters of the men had an identifiable trade, whatever their status. The remainder were labourers including a small proportion of plant operators. The operatives were mainly carpenters, bricklayers and painters/decorators. The labourers were mainly general labourers but substantial proportions were bricklayers labourers or engaged in plant operations.

The larger firms employed a higher proportion of labourers than other firms, a higher proportion of men in specialist trades and a much higher proportion of men on new construction, particularly non-domestic construction. They also employed a higher proportion of men with relatively short service.

Only a small proportion of the labour force, though proportionately more in the larger firms, had experienced techniques that were new to them on their current site. A high proportion of men used plant and machinery casually and their training had been equally casual.

All but 2 per cent of the men were living at home at the time of interview and most of them travelled to work by car or motor-cycle, public transport or firm's transport. Fewer men than in other industries walked to work, a much lower proportion travelled by public transport and a much higher proportion by firm's transport.

The majority of men lived within half an hour's journey of their work, but a high proportion of men working for large firms and, to a lesser extent, middle-sized firms had a longer journey than those in small firms or in other industries.

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*But see Appendix II

### B. Recruitment and Training

The labour force in the building industry (at least in this section of it which was sampled) is predominantly skilled. How were they recruited, what kind of formal training did they receive (including apprenticeship, academic and practical training) and what are their attitudes toward their training? To begin with, however, boys leave school and enter the labour market. It can be argued that school leavers at the age of 15 or 16 (from whom 97 per cent of entrants to the building industry at operative level are recruited) enter industry with a very restricted personal choice. Social origin and education have been shown to be strong determinants of the jobs school leavers find and all three together, origin, education and first job, subsequently work together to determine their subsequent employment pattern. One of the first questions this inquiry must answer, therefore, is whether the industry receives a normal cross section of school leavers or whether the nature of the industry is such that entrants differ in various ways from those who enter other forms of employment.

The present inquiry can distinguish those still in the industry who entered it on leaving school and compare them with those who entered the industry later. It cannot compare either of these groups with those who entered the industry on leaving school and have since abandoned it, with those who have made an excursion into the industry at some time in the past, or with those who have never worked in the industry. The study of labour mobility already referred to is available to offer some information about these last groups, however, and provides some comparisons of the education and social class of entrants to the building industry and the male working population as a whole.

The importance of these comparisons lies in the possibility that factors associated with recruitment to the industry subsequently influence attitudes toward the industry and so, perhaps, the rate of turnover among operatives.

#### I. Recruitment

(a) *Education*

The qualifications obtained by entrants to the building industry are compared below with the qualifications of a sample of skilled, semi-skilled and unskilled manual workers in the population as a whole.

TABLE 17

| Qualifications | Building Workers Per cent | All Manual Workers* Per cent |
|---|---|---|
| "A" or equivalent... ... | 0·6 | 0·2 |
| "O" or equivalent... ... | 1·7 | 3·6 |
| None ... ... ... | 97·7 | 96·3 |
| | 2,411 | 5,761 |

To begin with, therefore, there was little difference between building workers and all manual workers, save in the lower proportion of men with "O" levels among building workers in this sample.

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*Labour Mobility in Great Britain 1953–1963. SS. 333. March 1966.

(b) *How long it took to find a job*

It will be shown later that a high proportion of all first jobs were taken because they were the only ones available. This would suggest pressure from unemployment when the boys left school but the actual unemployment experienced by the sample was relatively low, both in pre and post war periods.

TABLE 18

| Length of time looking for a job | Building Entrants Per cent | Building Later Per cent | Total Building Per cent | All Workers* 1953–1963 Per cent |
|---|---|---|---|---|
| Up to 1 week ... ... | 86 | 87 | 87 | 44 |
| Over 1 up to 2 weeks ... | 4 | 3 | 4 | 14 |
| Over 2 up to 4 weeks ... | 4 | 4 | 4 | 23 |
| 4 to 8 weeks ... ... | 2 | 2 | 2 | 9 |
| Over 8 weeks ... ... | 1 | 2 | 2 | |
| Unclassified ... ... | 1 | 2 | 1 | 9 |
| Totals ... ... ... | 943 | 1,403 | 2,346* | 3,012† |

There are no differences in length of unemployment between those who entered the building industry on leaving school and those who entered building later, nor are they any differences between men entering building before 1945, between 1945 and 1954, or between 1955–65. The great difference is between those entering building and those entering employment in general.

(c) *Occupation on entering employment*

Some explanation of this difference may be found in the early jobs taken by school leavers. In order to make comparisons possible with existing figures these first occupations were classified according to the definitions used for Social Class by the Registrar General. A summary shows that there were big differences between building workers and workers in general.

TABLE 19

| First Occupation | Building Workers 1965 Per cent | Registrar General Men aged under 21 in 1951 Per cent |
|---|---|---|
| Professional and Managerial ... | — | 5 |
| Skilled‡ ... ... ... ... | 57 | 67 |
| Semi-skilled ... ... ... | 24 | 18 |
| Unskilled ... ... ... | 18 | 10 |
| | 100 | 100 |

The greater proportion of building workers (at the time of the survey) who had entered semi and unskilled occupations on leaving school may be related to the greater ease with which they found jobs on leaving school. The figures suggest that building workers are drawn from unskilled workers more frequently than might be expected. A further comparison, between those who entered the building industry on leaving school and those who entered it later shows that the difference is due wholly to the late entrants.

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*Excluding those entering employment abroad.

†Those entering employment 1953–1963. Labour Mobility, *op cit*.

‡Skilled includes apprentices, other learners and improvers.

TABLE 20

| Class | Building Workers | |
|---|---|---|
| | Building Initially* Per cent | Building Later Per cent |
| Skilled ... ... | 87† | 37 |
| Semi-skilled ... ... | 4 | 38 |
| Unskilled ... ... | 8 | 24 |
| | 943 | 1,403 |

There is a time element in the comparison made in Table 19 because building workers in the sample have been recruited over the last 40 years or more whereas the Registrar General's figures refer to those under 20 years of age in 1951. But a further comparison of entrants to the building industry before 1945, between 1945 and 1954, and between 1955–65, and *who were still in the industry in* 1965 can be made both in terms of the proportion of school leavers entering the industry in each decade and the level of skill at which both school leavers and those who entered building a job or two later found work in the industry.

About 39 per cent of those employed in the building industry in 1965 had entered the industry on leaving school. An analysis by year of entry to the industry shows that 26 per cent of pre 1945 entrants, 37 per cent of entrants between 1945 and 1954 and 58 per cent of entrants between 1955–65 were school leavers. In view of the previous figures showing the relationship between school leavers and skill one would expect the overall proportion of skilled entrants to increase in each decade. This is so. School leavers mainly entered skilled trades in all decades. The proportion of late entrants coming from other skilled work rose as well in each successive decade, however, until in the final decade it reached 49 per cent. This is still less than might be expected from Table 19 but considerably greater than in earlier decades, and at first sight seems to suggest that building is now attracting more skilled workers than it used to. There are two separate questions here, however. Do the figures reflect truly the proportion of school leavers entering the building industry in the early decades? Do the figures reflect truly the proportion of men entering building from skilled work in other industries, in the early decades? It is possible for instance that skilled men (mostly school leavers) leave the section of the building industry sampled for less demanding work in maintenance outside the industry *as they grew older*. Secondly it is possible that only a small proportion of boys and men entering the building industry from skilled work decide to remain in the industry for any length of time. There is no conclusive evidence on either

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*Those men who *remain* in the industry.

†Ministry of Labour figures relating to young persons show, that about one quarter of those entering Building on leaving school entered employment which did not involve an apprenticeship even though it might require training. It should be noted that for the purpose of this inquiry Apprentices, other Learners and Improvers were classed as skilled and this may account for some of the difference between the Ministry of Labour figure and that given above.

of these points, although the comparisons of age distributions of building workers and other workers in Table 4 suggests that there is an association between ageing and leaving the industry.

The following table summarises the present distribution of the men in the sample according to decade of entry and whether they entered the industry from school or another job.

TABLE 21

| | Year of Entry to Industry | | | |
|---|---|---|---|---|
| | Pre 1945<br>Per cent | 1945–54<br>Per cent | 1955–65<br>Per cent | Total<br>Per cent |
| First job in building ... ... | 14 | 9 | 16 | 39 |
| First job in other industry ... | 37 | 10 | 11 | 59 |
| Fist job abroad ... ... ... | 2 | 0·5 | 0 | 2 |
| | 2,411=100 per cent | | | |

There is no comparable evidence from other industries but it will be seen that 27 per cent of the labour force had entered the building industry in the last decade. A comparison with similar figures for other industries shows that this is a lower proportion than in 17 industries out of 24. The stability of the building industry in this respect is only less than that of mining, professional and scientific services, paper and publishing, insurance, banking and finance, agriculture, forestry and fishing and gas, water and electricity.*

(d) *Industry*

The industry entered on leaving school by men currently employed in the building industry was analysed according to the Standard Industrial Classification. A comparison with similar distributions relating to school leavers in the period 1963–65 shows that, if building itself is excluded from the comparisons, the first jobs of those now in building were more frequently in heavier, outdoor industries, than those of school leavers in general. Twenty-four per cent of those now in building had found their first job in agriculture, fishing and timber and furniture making, compared with just under 11 per cent of all school leavers. A further 40 per cent had found their first job in mining, metal manufacture,

TABLE 22

| | First Job | |
|---|---|---|
| S.I.C. | Late Entrants to Building<br>Per cent | All School Leavers†<br>1963–65<br>Per cent |
| Agriculture, Timber etc. ... ... ... ... ... | 24 | 10 |
| Chemicals, Engineering, Utilities, Professional Services ... | 40 | 37 |
| Mining, Metal Mfr, Shipbuilding, Vehicles, Distribution ... | 35 | 53 |
| Total ... ... ... ... ... ... ... ... | 1,403 | 10 |

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*Labour Mobility, *op cit.*

†Report: National Youth Employment Council. HMSO, July 1965.

shipbuilding, leather, vehicles and distribution, compared with 37 per cent of all school leavers. At the other end of the scale about 35 per cent had found their first job in chemicals, engineering, metal goods, paper and printing, gas and electricity, transport, insurance, professional services, public administration and miscellaneous services compared with 53 per cent of all school leavers.

In general, building workers differed little in basic education from other manual workers, but they entered semi and unskilled jobs much more frequently and when they were late entrants to the building industry they came from heavier, outdoor industries, more frequently than might be expected statistically. Entrants in the final decade before the survey was carried out were proportionately lower than in most other industries and this suggests a greater stability of the labour force in the industry as a whole than is generally recognised.

### II. How entrants learned about their first job

The first general proposition examined by the inquiry was that school leavers have little information about jobs that are available, do not usually have strong feelings about which they enter and consequently respond to a series of outside pressures. These may be personal pressures, such as the influence of parents, relatives or friends, the advice of school teachers or youth employment officers, or impersonal pressures, such as the pattern of employment in their area or being out of work for longer than expected. The impersonal pressures are associated with the years in which a boy entered industry and, accordingly, the analyses which follow have been made according to whether the boy entered employment before the end of 1945 or between then and 1954 or between 1955 and 1965. The mid period was one in which there was very little expansion in manpower in construction.

(a) *Advice on Careers*

A high proportion of informants claimed, in recent years at least, to have received advice on jobs on leaving school, as the following table shows:

TABLE 23

| Decade of Entry to Employment | Pre 1964 | | 1945–54 | | 1955–65 | |
|---|---|---|---|---|---|---|
| | Building Per cent | Other Per cent | Building Per cent | Other Per cent | Building Per cent | Other Per cent |
| Advice ... ... | 18 | 11 | 52 | 43 | 68 | 61 |
| No advice ... ... | 82 | 89 | 48 | 57 | 32 | 39 |
| Totals ... ... | 342 | 894 | 223 | 240 | 378 | 269 |

The increase in numbers receiving advice is due mostly to the development of the Youth Employment Service up to 1955–65. Friends and relatives are mentioned less frequently in this last decade and teachers a little more frequently. Advice was defined as being about a specific occupation to follow.

Informants were asked also if the advice they had been given related to the abilities of the informant. About a third of those who had received advice (or 12 per cent of all informants), said that it had. This proportion was higher in post 1945 than in pre 1945 years, rising to 15 per cent in 1945–54 and 20 per cent in 1955–65. Advice is not necessarily related to action however and the sources of advice can be compared with the sources from which informants heard about their first job.

### (h) *Sources of information about first job*

The methods by which informants first learned about their first job can be divided into two broad groups. The "formal" methods, that is, Youth Employment Officer, agencies, advertisements, notice boards, school or college, accounted for about a quarter of all first jobs, while the "informal" methods, approaches to or by employer, personal recommendation, family business and simply "heard or knew" about the job, accounted for the remaining three quarters. A comparison between those whose first job was in building and those whose first job was in some other employment shows that a slightly lower proportion of building entrants had used formal methods of finding out about their job. The growth of formal means is a post-war event, however. Pre-1945 entrants had largely found their jobs informally. Nearly 90 per cent of building entrants had done so and nearly 80 per cent of others. By 1955–65 less than 70 per cent of building entrants and less than 60 per cent of other had used informal methods.

TABLE 24

| | Pre 1945 | | 1945–54 | | 1955–65 | | All Years | | |
|---|---|---|---|---|---|---|---|---|---|
| | Building first | Late Entrants | Building first | Late Entrants | Building first | Late Entrants | Building first | Late Entrants | Total |
| "Formal" means | 11 | 22 | 25 | 32 | 32 | 41 | 23 | 28 | 25 |
| "Informal" means | 87 | 73 | 74 | 66 | 68 | 59 | 76 | 69 | 73 |
| Others ... ... | 2 | 5 | 1 | 2 | 0 | 0 | 1 | 3 | 2 |
| Total | 342 | 894 | 223 | 240 | 378 | 269 | 943 | 1,403 | 2,346* |

The most important formal means (in terms of frequency) were Y.E.O. and school or college. It can be seen that informal methods of finding a job became less frequent in post-war years but "heard or knew", "personal recommendation" and "family business" remained important methods particularly among building entrants. Half the building entrants in 1955–65 had found their jobs by these means compared with one third of late entrants. The category "heard or knew" can be analysed by "who from?" In the majority of cases it was from father, brother or other relative. About three-quarters of the boys who said they had heard or known about the job entered building straight from school and had heard about it from these sources, compared with rather more than half the boys who had found a job in a similar way but who had started work outside building. Family influence in general ("heard or known" from a member of the family or family business), accounted for nearly 40 per cent of school leavers in jobs in building, compared with 20 per cent of the jobs outside building.

A direct comparison of sources of advice and sources from which boys heard about their first job is not easy because they are not all compatible with each other. The rough comparison made overleaf suggests that informants distinguish between advice about jobs and being found a job.

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*Excluding men who entered employment abroad.

TABLE 25

| Source | Advice Per cent | Heard about job Per cent |
|---|---|---|
| Y.E.O./Employment Officer ... | 22 | 15 |
| Friends ... ... ... | 1 | 15 |
| Relatives ... ... ... | 6 | 27 |
| School or College ... ... | 6 | 5 |
| Others ... ... ... ... | 1 | 8 |
| No Advice ... ... ... | 64 | 30 |
| | 2,346 | 2,346 |

The Y.E.O. seems to have been most successful in combining the two. Relatives appear to be as successful as the Y.E.O. in finding jobs but less frequently offer advice about them.

In nearly 60 per cent of all cases, however, the friends or relatives who recommended a job or spoke about it worked at the firm where the job was available. The proportion was a little lower among building entrants, 56 per cent and correspondingly higher among others, 65 per cent. In general it appears that personal influences are still, though declining, the most frequent way in which direct entrants to the building industry found their jobs.

(c) *Who took them on*

It has been traditional in building for boys to be taken on by the owner of the firm or a foreman. An analysis of who took boys on for their first job shows that this is still the case but also that owners and foremen in other industries took on most of the boys who entered some other employment than building, though to a lesser extent. What is marked is the steady rise, from pre-1945, in the number of boys who were taken on by Personnel or Welfare Officer or Labour Manager. Only 5 per cent of boys entering building were taken on by such an officer in 1955–65 compared with 18 per cent of the boys who initially entered another job during the same period.

TABLE 26

| Decade of entry to employment | Taken on by Personnel, Welfare Officers or Labour Manager | |
|---|---|---|
| | Building Per cent | Other Employment Per cent |
| Pre 1945 ... ... ... ... | 1·2 | 6·9 |
| 1945–1954 ... ... ... ... | 3·1 | 10·8 |
| 1955–1965 ... ... ... ... | 5·0 | 17·8 |
| All years | 3·2 | 9·7 |

(d) *Reasons for taking job*

The previous sections have described the advice the informant received and the method by which the informant found his first job, and compared building entrants with others. The following sections deal with the factors which persuaded them to take their first job, and their initial satisfaction with it.

Informants were asked directly what had made them take their first job and they gave a wide variety of answers including, in some cases, several reasons. The principal answers and those which differentiated most between building entrants and others were:—

TABLE 27

| Reasons for taking job | Building Per cent | Other Per cent | Total Per cent |
|---|---|---|---|
| The type of work | 57 | 30 | 41 |
| Only job available | 17 | 37 | 29 |
| In family | 11 | 5 | 7 |
| Training | 9 | 2 | 5 |
| Parents insisted | 7 | 5 | 6 |
| Prospects | 6 | 4 | 5 |
| Good firm | 5 | 2 | 3 |
| Near home | 4 | 5 | 5 |
| Job came along | 4 | 6 | 5 |
| Money | 4 | 6 | 5 |
| Temporary/stop gap job | 1 | 7 | 5 |
| | 943 | 1,403 | 2,346 |

Some of these differences between the groups might be simply the difference of skill (87 per cent of entrants to building entered a skilled job compared with 37 per cent of others), namely the more frequent mention of type of work, training and prospects by building entrants, and their less frequent mention of it being the only job available, near home or it being a stop gap job. Such factors as the job being in the family, the insistence of parents on their taking it, and mention of a good firm may reflect again the more personal aspects of building, since 23 per cent of building entrants mentioned them compared with 12 per cent of others. It is clear, that those whose first job was outside building experienced much greater pressure to take the first job that came along than those whose first job was in building. These pressures were greater upon the pre-1945 than post-1945 entrants, however. In post-war years the type of work was mentioned much more frequently and the only job available much less frequently.

(e) *Satisfaction with job*

It does not follow, of course, that if a boy entered a job because it was the only one available he would, automatically, be dissatisfied with it. In fact, three-quarters of all boys were satisfied with their first job. They were made up of 80 per cent of boys entering building and 71 per cent of those who entered other employment.

The principal reasons given by the 187 informants who were dissatisfied building entrants were that they wanted to work in a different industry (59 per cent), wanted a different trade in building (27 per cent) or just didn't want what they had got (6 per cent). The 407 dissatisfied entrants to other employment named their reasons for dissatisfaction as wishing to work in the building industry (35 per cent), wishing to work in some other specified industry (31 per cent), wishing to learn a trade or skill (10 per cent), or simply not wanting the job they were in (16 per cent).

A cross analysis of reasons for taking the first job with satisfaction with the first job shows that a high proportion of building entrants who had wanted a different job nevertheless had positive reasons for taking a job in building. They mentioned training, prospects and money, and only 35 per cent said it was the only job available. Among entrants to other employment who were dissatisfied with their first job relatively few mentioned the incentives named by building entrants and 55 per cent referred to their first job as being the only one available or the first one that came along.

Those who entered building directly from school, mostly into skilled work, differed from other entrants, therefore, in that a somewhat higher proportion had received advice about careers, and had learned of their job through friends and relatives. A higher proportion had entered the job because of the type of work, training and prospects and a lower proportion because it was the only work available. Three-quarters of all entrants had been satisfied with their first job but among those dissatisfied a disproportionate number said they had entered the only job available.

### III. Late Entrants to Building

Some of the characteristics of the men who entered the building industry after previous employment in a different industry have been described already in relation to their first job. They all experienced a period of work outside building but this could range from a few months to many years and it is of interest to discover what, briefly, their experience had been in this period. One would expect, for instance, that most of them would have been employed in unskilled or semi-skilled work.

Age of entry to first job in building gives some indication of length of initial experience outside the industry.

| *Age* | *Per cent* |
|---|---|
| 15–19 | 51 |
| 20–24 | 19 |
| 25–34 | 17 |
| 35–54 | 10 |
| 55–64 | 1 |
| Unclassified | 1 |
| Number | 1,403 |

Seventy per cent had entered building before the age of 25; of these just over half had had one previous job only. Among later entrants this proportion declined to a fifth.

An analysis of the type of experience gained by the 57 per cent of late entrants who had had more than one job outside building showed that, while half of them claimed to have been in skilled jobs, less than a third claimed training for their job, and this included training at the very lowest level.

The majority of late entrants to the building industry were therefore, young, unskilled and with little previous experience outside the building industry.

### IV. First Job in Building

#### (a) *Status*

An analysis according to status of the first jobs informants held in building produces some slightly surprising results, as the following table shows.

TABLE 28

| Status | First Job Per cent | Job in 1965 Per cent |
|---|---|---|
| Foreman ... ... ... ... ... | 1 | 17 |
| Ganger ... ... ... ... ... | | |
| Chargehand ... ... ... ... | | |
| Operative ... ... ... ... ... | 5 | 39 |
| Apprentice ... ... ... ... | 54 | 14 |
| Learner ... ... ... ... ... | | |
| Improver ... ... ... ... ... | | |
| Labourer ... ... ... ... ... | 37 | 25 |
| Mate ... ... ... ... ... | | |
| Plant Operator ... ... ... ... | 2 | 5 |
| Plant Fitter ... ... ... ... | | |
| Totals ... ... ... ... ... | 2,411 | 2,411 |

It is unexpected that men should be foremen or operatives in their first job in building. An analysis by age shows that these men mostly were aged 20–54. Apprentices and improvers were 85 per cent aged 14/15 to 19 years. The recruitment of labourers, mates and plant operators, is not necessarily associated with age, however, and 44 per cent, 75 per cent and 40 per cent respectively were 19 or under when they got their first job in building.

An analysis by the time when informants got their first job in building suggests that more older men (who stayed), were recruited to the industry after 1945. Of pre-1945 recruits 82% were aged 19 or under at recruitment compared with 57 per cent post-1945–1954 and 68 per cent in 1955–1965.

Despite these differences, however, the fact remains that 91 per cent of the men in the building industry at the time of interview had been recruited at the traditional level of apprentice, improver, labourer and mate. Changes of status that have taken place since then appear to have resulted in about a third of the men who began as labourers becoming operatives and to a lesser extent, plant operators/fitters.

(b) *Where taken on*

Some firms have a practice of recruiting unskilled labour on the site and skilled labour at their offices. An analysis of the place at which informants were taken on for their first job in building was made to see whether this was a general practice and/or a growing one.

TABLE 29

| Status | Site | | Office | | Unclassified | |
|---|---|---|---|---|---|---|
| | No. | Per cent | No. | Per cent | No. | Per cent |
| Foreman, ganger, chargehand | 4 | — | 3 | — | 5 | 4 |
| Operative, craftsman, etc. ... | 28 | 4 | 82 | 5 | 9 | 8 |
| Apprentice ... ... ... | 159 | 21 | 738 | 49 | 40 | 35 |
| Improver/learner ... ... | 99 | 13 | 238 | 16 | 11 | 9 |
| Labourer ... ... ... | 424 | 55 | 355 | 23 | 21 | 18 |
| Mate ... ... ... ... | 29 | 4 | 63 | 4 | 4 | 3 |
| Plant Operator ... ... | 22 | 3 | 25 | 2 | 1 | — |
| Plant Fitter ... ... ... | 3 | — | 8 | — | 1 | — |
| Unclassified ... ... ... | 5 | — | 6 | — | 25 | 23 |
| | 773 | 100 | 1,518 | 100 | 117 | 100 |

Nearly two-thirds of all informants had first been taken on at an office and most of the remainder at the site; 5 per cent (not included in the table), were taken on at other places. It is clear that unskilled labour is most frequently taken on at the site and skilled men at the office. A comparison between the three periods of time used so far in these analyses shows also that this is a growing practice.

(c) *Trade description and status*

The numerous trades and types of work in the building industry have been, as in Part A, summarised into 9 categories. They are analysed according to status on entry to the building industry. Ninety-one per cent of entrants are apprentices, learners, labourers or mates.

TABLE 30

| First trade in Building | Status | | | | | Total | |
|---|---|---|---|---|---|---|---|
| | Foreman Ganger Charge-hand | Operative | Apprentice Learner Improver | Labourer Mate | Plant Operator Plant Fitter | No. | Per cent |
| General ... | — | 1 | 8 | 91 | — | 502 | 21 |
| Carpenter/ Joiner | 1 | 11 | 81 | 7 | — | 447 | 18 |
| Bricklayer | — | 1 | 62 | 36 | — | 439 | 18 |
| Plumber... | — | 2 | 76 | 22 | — | 165 | 7 |
| Plasterer... | — | — | 72 | 28 | — | 104 | 4 |
| Painter/ Decorator | — | 10 | 81 | 8 | — | 404 | 17 |
| Other Trades | 1 | 2 | 59 | 37 | — | 82 | 3 |
| Specialist Trades | 2 | 4 | 25 | 65 | 4 | 100 | 4 |
| Plant Operator | 2 | 6 | 10 | 45 | 37 | 137 | 6 |
| Un-classified | — | — | — | — | — | 25 | 3 |
| Per cent | 1 | 5 | 54 | 37 | 2 | 2,411 | 100 |

A comparison with jobs held in 1965 (Table 3) shows that men moved away from general labouring and, in fact, labouring in general, to plant operation in particular and, more widely, into operative work in Carpentry, Bricklaying and other trades.

(d) *The last five years*

All informants who had entered the building industry five years ago or less were asked a further series of questions about their employment and circumstances which, it was thought, would depend too much on memory if asked of men who had been in the industry longer. They numbered 653 men or 27 per cent of the total sample. Informants were asked the type of firm they had entered, the type of building they had been employed on and method of construction being used, whether they were living at home or away, how long it took them to get to work and their take home pay.

(i) *Type of employer*

Entrants had started work mostly with general contractors.

TABLE 31

| Type of Employer | Status | | | | | All Statuses Per cent |
|---|---|---|---|---|---|---|
| | Foreman Ganger Charge-hand Per cent | Operative Per cent | Apprentice Improver Learner Per cent | Labourer Mate Per cent | Plant Operator Plant Fitter Per cent | |
| General Contractor ... | — | (23)* | 74 | 85 | (7) | 78 |
| Specialist Firm ... | — | (5) | 17 | 7 | (8) | 14 |
| Local Authority ... | — | (6) | 7 | 5 | — | 7 |
| N.A. ... ... ... | — | (1) | 2 | 3 | — | 2 |
| Totals ... ... | 1 | 35 | 329 | 272 | 15 | 653 |
| D.N.A.—Over 5 years in industry... ... | | | | | | 1,758 |

An analysis by trade shows that two-thirds of the men in specialist firms were employed as plasterers, painters and decorators, specialist tradesmen and plant operators.

(ii) *Type of building*

Types of building new entrants were engaged upon were classified into the four groups used previously in Table 9.

TABLE 32

| Type of building | Per cent engaged on it |
|---|---|
| Low rise residential ... ... | 33 |
| Multi-story residential etc. ... | 12 |
| Residential health etc. ... ... | 15 |
| Other ... ... ... ... | 5 |
| Unclassified ... ... ... | 1 |
| Not on construction ... ... | 34 |
| | 653 |

A comparison with Table 9 shows that a slightly higher proportion of new entrants were engaged on construction due mostly to a higher proportion being engaged on low rise residential building. A further analysis by status shows that 83 per cent of labourers were engaged on construction compared with only 49 per cent of apprentices. A final analysis by trade description shows equally wide variation.

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*Number in brackets.

TABLE 33

| Trade description | Per cent engaged on construction |
|---|---|
| Carpenters ... ... ... ... | 50 |
| Bricklayers ... ... ... | 87 |
| Plasterers ... ... ... ... | 82 |
| Painters ... ... ... ... | 30 |
| Specialist Trades ... ... ... | 66 |
| Plant and Tool users ... ... | 50 |

(iii) *Method of construction*

TABLE 34

| Method of construction | Per cent |
|---|---|
| Load bearing brickwork etc. ... | 59 |
| Industrialised ... ... ... | 14 |
| Mixed ... ... ... ... | 17 |
| Other ... ... ... ... | 9 |
| | 407 |

A further comparison with an earlier Table (7) shows that new entrants are distributed between these methods of construction in about the same proportions as all men sampled.

(iv) *Home or away*

Ninety-eight per cent of informants lived at home when they were working in their first job in building; the same proportion as among all men in 1965.

(v) *Journey to work*

The journey to work of new entrants was classified in the same way as that of all current workers. Nearly two-thirds of new entrants had a journey to work of less than half an hour (a slightly lower proportion than among all building workers in 1965), and only 6 per cent lived more than an hour's journey from their work. About 37 per cent travelled to work by cycle or on foot (compared with 21 per cent of building workers in 1965), 17 per cent by car or motor cycle (33 per cent), 27 per cent by public transport (22 per cent) and 24 per cent by firms transport (26 per cent). The smaller number of new entrants using car or motor cycle is probably related to the high proportion of apprentices among them.

(vi) *Take home pay*

Weekly take home pay of new entrants was obtained principally to enable comparisons to be made between occupations within the industry. The figures are, of course, an average of various amounts of starting pay spread over the five years before the interview and memory will therefore affect the accuracy of the figures.

TABLE 35

| Status | Average Weekly Wage |
|---|---|
| | £ s. d. |
| Operative | 12 18 0 |
| Apprentice | 3 8 0 |
| Improver/learner (Pre. App.) | 5 7 0 |
| Learner/improver | 7 1 0 |
| Labourer | 10 4 0 |
| Mate | 8 15 0 |
| Plant fitter | 16 10 0 |
| Plant Operator | 12 7 0 |

For rough comparison, in April 1964 the average *adult* earnings of all construction workers before tax were £17 12s 5d., according to the Ministry of Labour.

New entrants to the industry differed from building workers in general mainly in the high proportion of labourers and apprentices among them (which could be expected in view of the structure of the industry), the higher proportion of older men among them in recent years and, in the five years before interview, the slightly higher proportion of men engaged on construction, due mainly to a concentration of labourers in that field.

### V. Training

Training in the building industry has been, traditionally, a training based on apprenticeship. In comparatively recent years it has been expanded to include college as well as site training and, in addition, there have been special courses provided by employers as well as training for specific tasks. Each of these aspects of training was inquired about in the survey.

#### (*a*) *Apprenticeship*

All informants were asked whether they had served or were serving in building craft apprenticeship, 31 per cent had completed and 12 per cent were serving an apprenticeship. Five per cent had begun an apprenticeship but not completed it. Fifty-two per cent had never begun an apprenticeship.

TABLE 36

| Decade of entry to Building Industry | –1945 Per cent | 1945–54 Per cent | 1955–65 Per cent | All Years Per cent |
|---|---|---|---|---|
| Served Apprenticeship | 45 | 38 | 15 | 31 |
| Serving Apprenticeship | — | — | 29 | 12 |
| Not completed | 8 | 5 | 3 | 5 |
| No Apprenticeship | 47 | 58 | 53 | 52 |
| | 847 | 568 | 973 | 2,411* |

It must be noted that although the proportion of apprentices is much the same in each period of entry the intake is very different. Assuming an equal rate of intake in each year of each period it can be estimated, very roughly, that the number of apprentices of pre-1945 origin *who still remain in the section of the building industry sampled* represents an intake of 9 per annum, compared with 24 per annum from 1945–54 and 46 per annum from 1955–1965. Ministry of Labour and Ministry of Public Buildings and Works figures show a total intake of apprentices 1946–1954 of approximately 200,000 and a 1955–64 intake of 236,000. The difference between these figures and those derived from the sample suggests the possibility, at least, that there has been a high wastage of apprentices from the section of the industries which was sampled.

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*Includes 23 men unclassified by year of entry.

Apprenticeship according to trade is shown in the following table.

TABLE 37

| Trade | Apprenticeship | | | All |
|---|---|---|---|---|
| | Served Per cent | Serving Per cent | Not Completed Per cent | |
| Carpenter/Joiner ... ... ... | 65 | 27 | 7 | 397 |
| Bricklayer ... ... ... ... | 62 | 24 | 14 | 256 |
| Mason .. ... ... ... | 68 | 20 | 12 | 25 |
| Plumber ... ... ... ... | 63 | 29 | 8 | 116 |
| Glazier ... ... ... ... | — | — | — | 1 |
| Plasterer ... ... ... ... | 67 | 19 | 14 | 69 |
| Painter/Decorator ... ... ... | 68 | 19 | 13 | 268 |
| Slater/Asphalter/Paviour ... ... | — | — | — | 11 |
| Specialist Trades ... ... ... | (10)* | (6) | (4) | 20 |
| Total number ... ... ... | 755 | 285 | 123 | 1,163 |
| Per cent ... ... ... ... | 65 | 25 | 10 | 100 |

The high proportion of serving apprentices in this table is due to the last period, 1955–65. An analysis by two completed periods of time (up to 1945 and 1946–1954), shows that 85 per cent and 88 per cent of men in the respective periods completed their apprenticeship. This figure relates only to men who have remained in the building industry, however. There may be a further wastage due to men leaving the industry entirely. Certainly the proportion of serving apprentices in the last period seems to be very high and about twice as high as could be expected if replacement of skilled men was dictated by retirement only.

The length of completed apprenticeships varied from three to seven years or more.

TABLE 38

| Years of Apprenticeship | Per cent |
|---|---|
| Up to 4 ... ... ... ... | 8 |
| Over 4 and up to 5 ... ... | 55 |
| Over 5 and up to 6 ... ... | 15 |
| Over 6 and up to 7 ... ... | 11 |
| Unclassified ... ... ... | 11 |
| | 755 |

---

*Numbers in brackets.

The 123 men who had not completed their apprenticeship but who were still employed in the industry were asked why they had not completed it. Thirty-three per cent said that they had given it up to go in the Forces; 9 per cent said the firm they had been with had closed down, 18 per cent got fed up with conditions of work, 11 per cent did not earn enough, 8 per cent gave other reasons and 21 per cent did not answer the question.

It is of interest to know what proportion of supervisory staff and operatives had completed an apprenticeship. In the following table the number of men claiming a skill, either at operative or supervisory level, is compared with the number (755) claiming a completed apprenticeship.

TABLE 39

| Trade* | No. Working in trade | Per centage completed Apprenticeship |
|---|---|---|
| Carpenter/Joiner ... ... | 321 | 80 |
| Bricklayer ... ... ... | 267 | 57 |
| Mason .. ... ... ... | 25 | 68 |
| Plumber ... ... ... ... | 98 | 76 |
| Glazier ... ... ... ... | 4 | (0) |
| Plasterer ... ... ... | 74 | 62 |
| Painter/Decorator ... ... | 397 | 46 |
| Slater/Tiler ... ... ... | 14 | (6) |
| Paviour ... ... ... ... | 3 | (1) |
| Specialist Trades ... ... | 49 | 20 |
| Total ... ... ... | 1,252 | 60 |

Brackets enclose actual numbers.

It would appear from this table that there has been an extensive dilution of trades in the building industry, particularly among painters and decorators and bricklayers. In total, two out of five of the men claiming to work at a particular trade had not been apprenticed.

(b) *Academic Training*

Informants were asked if they had ever attended a school or college or taken a correspondence course for further technical education since they had left school.

TABLE 40

| First Job | Per cent attending now or have attended | | | |
|---|---|---|---|---|
| | Pre 1945 | 1945–55 | 1955–65 | All |
| Operative ... ... ... ... ... | 20 | 19 | 53 | 36 |
| *Apprentice* ... ... ... ... ... | *41* | *74* | *73* | *61* |
| Improver/learner (pre-apprentice) ... ... | 28 | 68 | 45 | 44 |
| Improver/learner (in-lieu apprentice) ... | 22 | 15 | 26 | 22 |
| Labourer ... ... ... ... ... | 7 | 8 | 12 | 10 |
| Mate ... ... ... ... ... ... | 29 | 4 | 25 | 22 |
| Plant Operator ... ... ... ... | — | — | 25 | 17 |
| All ... ... ... ... ... ... | 27 | 25 | 42 | 871 |

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*Excluding the "General" category used in Table 25.

The most noticeable thing about this table is the rise in post war years in the percentages receiving further education, not only among apprentices but among operatives also.

The types of class attended were at any time principally day release, 49 per cent, and evening classes only, 42 per cent. 2·3 per cent had block release, 2·4 per cent had a correspondence course. Among those attending courses 1955–65 the pattern is different, and shows a large movement toward day release. Eighty-three per cent had day release and 12 per cent were attending evening classes only. The proportions taking block release or a correspondence course were the same.

The types of course were analysed according to type of class.

TABLE 41

| Course | Day Release Per cent | Evening Class Per cent | Other Per cent | Total Per cent |
|---|---|---|---|---|
| City and Guilds: | | | | |
| Preliminary ... ... ... ... | 5 | 8 | 4 | 6 |
| Ordinary ... ... ... ... ... | 46 | 25 | 16 | 34 |
| Advanced ... ... ... ... ... | 16 | 7 | 5 | 11 |
| Full Technical ... ... ... ... | 6 | 2 | 4 | 4 |
| O.N.C. ... ... ... ... ... ... | 7 | 2 | 3 | 5 |
| H.N.C. ... ... ... ... ... ... | 1 | — | 3 | 1 |
| Trade Course ... ... ... ... ... | 15 | 40 | 26 | 26 |
| Regional Board Exams ... ... ... | 14 | 3 | 1 | 8 |
| Others ... ... ... ... ... ... | 6 | 21 | 60 | 17 |
| Numbers ... ... ... ... ... | 430 | 364 | 77 | 871 |

The percentages in this table add up to more than one hundred because some informants attended more than one type of course.

The men who had attended day release classes included a higher proportion of men studying for advanced qualifications than either those who attended evening classes only or other courses. Those who attended evening classes or other courses were mostly seeking ordinary level City and Guilds qualifications or attending trade courses. Not all the subjects studied in the courses were directly concerned with techniques of building, even in the trade courses, nor, in fact did all informants take courses with only the building industry in mind.

TABLE 42

| Subject Studied | Building Courses Per cent | Non-building Per cent | Total Per cent |
|---|---|---|---|
| Trade (practical) ... ... ... ... | 87 | 57 | 85 |
| Trade (theory) ... ... ... ... | 57 | 25 | 55 |
| Arithmetic, Trigonometry, Geometry, etc. | 50 | 52 | 50 |
| Science ... ... ... ... ... | 29 | 18 | 28 |
| Liberal studies ... ... ... ... | 29 | 38 | 30 |
| Drawing ... ... ... ... ... | 24 | 24 | 24 |
| Others/D.K. ... ... ... ... ... | 1 | 4 | 1 |
| Number of courses ... ... ... | 893 | 84 | 983* |

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*Includes six courses unclassified by building/non-building.

The principal difference between the courses lies in the reduction in trade subjects and science, and an increase in liberal studies in the non-building courses.

Forty-nine per cent of all attending classes had begun them because they were compulsory or expected by the employer. Three per cent had responded to pressure from parents, 2 per cent had taken them to escape National Service. Seven per cent said that they had taken them to learn a trade and improve their prospects, and 4 per cent said that they were interested in the subjects they had taken or in further education generally. An analysis of these replies by type of class attended follows.

TABLE 43

| Reasons for Attendance | Day Release Per cent | Evening Per cent | Others Per cent |
|---|---|---|---|
| Compulsory or expected by employer ... | 70 | 29 | 22 |
| Pressure by parents ... ... ... ... | 2 | 5 | 1 |
| To learn trade/improve prospects ... ... | 33 | 58 | 66 |
| To escape National Service ... ... | 1 | 4 | 1 |
| Interested in subject/Further Education ... | 1 | 6 | 10 |
| Other answers ... ... ... ... | 1 | 2 | 5 |
| | 430 | 364 | 77 |

The proportion of voluntary endeavour is clearly higher among the attenders at Evening Classes.

A further comparison of type of course according to reasons for taking it shows that a slightly higher proportion of compulsory trainees than of those saying they wanted to learn a trade were doing full City and Guilds, O.N.C. and H.N.C. courses and a lower proportion Trade courses, but this reflects the difference between day release and evening classes already noted above.

TABLE 44

| Type of course | Length of time course was pursued | | | | | | | Number of Courses 100% |
|---|---|---|---|---|---|---|---|---|
| | Up to 6 months Per cent | 7 months to 1 year Per cent | 2 years Per cent | 3 years Per cent | 4 years Per cent | 5 years Per cent | Over 5 years Per cent | |
| City and Guilds: | | | | | | | | |
| Preliminary ... | 28 | 24 | 13 | 10 | 10 | 11 | 4 | 53 |
| Ordinary ... | 2 | 9 | 22 | 31 | 14 | 14 | 8 | 292 |
| Advanced ... | — | — | 3 | 13 | 28 | 40 | 16 | 96 |
| Full Technical | — | (1)* | (2) | (4) | (9) | (13) | (8) | 33 |
| O.N.C. ... ... | (2) | (6) | (4) | (10) | (5) | (13) | (8) | 39 |
| H.N.C. ... ... | (1) | — | — | — | (1) | (4) | (3) | 9 |
| Trade Course ... | 21 | 12 | 22 | 20 | 9 | 9 | 7 | 228 |
| Academic Subjects only ... ... | (6) | (6) | (3) | (2) | (2) | — | (1) | 20 |
| Regional Board Examination | 7 | 34 | 25 | 20 | 4 | 4 | 6 | 71 |
| Armed Forces ... | (6) | (5) | (2) | — | — | — | — | 13 |
| Unspecified ... | 25 | 21 | 15 | 18 | 5 | 7 | 8 | 123 |
| | 12 | 14 | 17 | 21 | 12 | 14 | 9 | 983† |

*Brackets enclose numbers too small to percentage.

†See footnote p. 28.

The majority of courses attended were lengthy ones. Three-quarters had lasted more than a year.

The figures for particular courses suggest also that many had a struggle with them. Apart from those who dropped out there were those who took far longer than normal to complete the course.

Of the 861 men who attended courses of one kind or another only 277, or about one-third completed courses for which there was a final examination. Of this 277 there were 52, or 19 per cent who did not sit for it. About a quarter of those who began courses sat a final examination, therefore, and they were 10 per cent only of all men in the sample.

The following table summarises successes or failures according to examination. 225 men between them sat 280 examinations.

TABLE 45

| Type of Course | Number sitting examination | Passed Number | Awaiting results Number | Failed Number |
|---|---|---|---|---|
| City and Guilds: | | | | |
| Preliminary ... ... ... ... | 10 | 9 | — | 1 |
| Ordinary ... ... ... ... ... | 102 | 77 | 5 | 20 |
| Advanced ... ... ... ... ... | 56 | 38 | 6 | 12 |
| Full Technology ... ... ... ... | 18 | 17 | — | 1 |
| O.N.C. ... ... ... ... ... ... | 8 | 8 | — | — |
| H.N.C. ... ... ... ... ... ... | 4 | 3 | 1 | — |
| Trade Courses ... ... ... ... ... | 37 | 33 | — | 4 |
| Regional Board ... ... ... ... | 13 | 11 | 1 | 1 |
| Others ... ... ... ... ... ... | 32 | 28 | — | 4 |
| Totals ... ... ... ... ... | 280 | 80% | 5% | 15% |

Those who did not complete their courses gave a wide range of reasons for not doing so. Nearly 60 per cent gave reasons which implied a lack of commitment to completing the course. A similar proportion gave similar reasons for not sitting the examination.

The pattern of many starts but far fewer finishes is not, of course, confined to courses taken by building workers. A survey of school leavers taken in 1959 showed that only 22 per cent of boys from secondary modern schools who had taken further education courses had in fact sat an examination.*

(c) *Practical Training*

Only 3 per cent of the men in the sample had taken any practical courses on specific machines or methods of construction. Three-quarters of the courses they had undertaken had been on the site or at a manufacturers. Only a tenth had been trained at an employer's central training school. About half the courses had been attended before 1945, about a fifth in the period 1945–54 and the remaining 30 per cent between 1955–65. Two-thirds of the courses had lasted less than 2 weeks. The others were spread over periods ranged from 3 weeks to one year.

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*"Further Education" by Muriel Harris. Government Social Survey S.S. 271. September, 1959.

(d) *Summary*

It is possible that there is a high wastage rate among apprentices and that only a proportion remain in the building industry after giving up their apprenticeship. Simultaneously there appears to have been an extensive dilution of trades, particularly among men working as bricklayers and painters and decorators.

There has been a considerable increase in further education among building workers in post-war years, which is reflected in the much higher proportion of operatives with further education in the period 1955–65. Attendance at day release courses (mainly City and Guilds advanced qualifications) appears to arise mostly from compulsion, while attendance at evening classes (which feature roughly equal proportions of City and Guilds and Trade courses) was mainly due to voluntary endeavour. A high proportion of men dropped out of courses, however, and only a quarter of those who began courses sat a final examination, of whom 80 per cent succeeded. Further education remains the only formal training of any importance, however, since formal practical training by firms on methods or machines is negligible.

## VI. Attitudes toward training

The attitudes of operatives toward training for the building industry were obtained under three heads, training on the job, college training, and the usefulness of the one to the other. The questions were addressed to foremen, gangers, chargehands, operatives and apprentices, but not to labourers or plant operators.

(a) *Training on the job*

Twenty-eight per cent of the 1,634 men questioned said that training on the job was good or at least all right. Twenty-one per cent said the value of the training depended on the size and of attitude of the firm. Eighteen per cent said it depended on the tradesmen in charge of the training and 14 per cent said it depended on the quality of the apprentices. Five per cent thought that apprentices were used simply as cheap labour and 16 per cent thought they were not given enough training. Seven per cent gave other answers. Nearly three-quarters of the men were either dissatisfied with training in the industry, therefore, or thought it highly variable.

A comparison between groups showed that current apprentices are more favourably disposed toward training on the job that are current tradesmen. Forty-two per cent thought their training good, or all right, compared with 24 per cent of tradesmen. Twenty-four per cent of apprentices thought that the quality of their training depended upon the tradesmen, compared with 17 per cent of tradesmen holding that view.

(b) *College training*

Forty-four per cent of the men thought that college training was good and nearly all groups were agreed upon this. Less enthusiastic and qualified, but still favourable, answers accounted for a further 23 per cent of informants. The principal criticisms were that there was a lack of discipline at the colleges (2 per cent), that apprentices went with the intention of mucking about (4 per cent), and that the type of subject taught was out of date (15 per cent). Men who had received a college training were a little more favourably disposed toward it than those who had not.

(c) *Use of college training on the site*

Seventy-two per cent of the men thought that college training helped apprentices in their work on the site. Twenty per cent thought it did not and the remaining 8 per cent had no opinion. There were no differences according to trade or status or between those who had received college training and those who had not.

(d) *Could time for apprenticeship be cut?*

Informants were asked if they agreed or disagreed that a man *in their trade* could he trained in less than the current 4/5 years. Forty-one per cent agreed, 41 per cent disagreed, 17 per cent said it depended on various factors and 1 per cent did not know. A comparison between men with different forms of training is given below.

| | *Agree*<br>Per cent |
|---|---|
| Served and completed apprenticeship ... | 33 |
| Serving apprenticeship ... | 38 |
| Incomplete apprenticeship | 47 |
| No apprenticeship | 67 |

It is clear that views on the subject are closely associated with a man's own experience and to that extent the answers given are not really indicative of the possibility of reducing the length of apprenticeship but only of the views held about it in the industry.

(e) *Apprenticeship at any time*

The restriction of apprentice training to immediate post school years has led to suggestions that it ought to be possible to take an apprenticeship (or training of a similar kind) at any age. The suggestion was put to the men in the sample and they were asked if they thought it practical or not. Forty-five per cent thought it was, 37 per cent thought it was not and 16 per cent thought it depended on the man. An analysis by status showed the following gradation of views.

| | *Practical*<br>Per cent |
|---|---|
| Mate | 62 |
| Learner (in lieu of app.) | 58 |
| Labourer ... | 57 |
| Plant Operator | 50 |
| Plant fitter | 49 |
| Chargehand | 44 |
| Apprentice | 42 |
| Operative | 42 |
| Improver (pre. app.) | 39 |
| Ganger | 38 |
| Foreman ... | 31 |

Of those who had served and completed an apprenticeship 33 per cent thought it a practical proposition. Of those without an apprenticeship 54 per cent thought it so.

(f) *Changes in methods of work*

Discussions of alterations in the traditional methods of apprenticeship in building are linked with changing methods of work in the industry. Informants were asked to say whether, in their opinion, methods of work were changing very quickly, gradually, or not at all. Thirty-one per cent thought they were changing very quickly, 47 per cent thought they were changing gradually and 17 per cent thought they were not changing at all. One per cent thought some methods were changing quickly, others slowly, and 4 per cent could not express an opinion.

An analysis by status shows that 45 per cent of plant operators and fitters thought that methods were changing quickly. Operatives and foremen were slightly above average (34 per cent and 39 per cent respectively), and the remainder, mainly apprentices and labourers, varied between 18 per cent and 26 per cent. Of those who had received further technical training 28 per cent thought methods were changing quickly compared with 32 per cent of those without further training.

The ways in which methods were changing quickly were said to be more mechanisation (52 per cent), more prefabricated materials (31 per cent), new and better materials (38 per cent), and more concrete (19 per cent). Gradual changes were classified in the same order.

(g) *Summary*

Less than one-third of skilled men thought on the job training good or all right without qualifications. There was greater unqualified support for college training and nearly three-quarters thought college training helped on site.

Those who had taken an apprenticeship were less often inclined to think its length could be cut than those who had not.

A third of men thought methods of work in building are changing quickly, but this opinion was related to status.

### C. Employment Record

A complete account of all jobs in building during the last five years was obtained from the men interviewed. For each of the previous jobs the type of firm the man had been employed by, his status there, his trade, whether the general run of work was the same as at other firms or more or less specialised and why he had left it, was recorded.

It was possible to calculate from this, first of all, the total number of the changes experienced by the men in the sample during that period.

#### (a) *Job changes*

Sixty-two per cent of the men in the sample had *not* changed their job in the five years prior to interview. The sample was deficient in some respects, however, as the Appendix on sampling makes clear. The principal deficiency from the point of view of estimating job changes was that two very large firms had refused to take part in the survey, and furthermore, that a number of men had left the firms sampled after their names had been selected but before the interviewer got to the address. Some adjustments of the figure above, (which are described in Appendix II) to take account of these factors suggest that the proportion of men who did not change their jobs is still about the same. The sample excluded certain groups, however, and this makes it impossible to calculate the frequency of job changing for the industry as a whole.

#### (i) *Frequency of job changing*

The frequency of job changing is related both to age and exposure to risk. The figure of 62 per cent given above has been re-calculated for men with a full five years continous experience in building prior to interview and for men with less than five years continous experience. Seventy-three per cent of the men with less than five years experience had not changed their jobs, compared with 59 per cent of men with a full five years experience, or more. Of those with less than five years experience 52 per cent were apprentices or learners who necessarily change jobs infrequently. A further 34 per cent were labourers and mates and 8 per cent were operatives. Among the labourers mates and operatives with less than five years experience the proportion reporting no change of job was 59 per cent. It is purely the relatively static apprentices and learners who raise the figure of non-movers in the under 5 year group to 73 per cent.

TABLE 46

| Job changes in five years prior to interview | Work experience | | | |
|---|---|---|---|---|
| | Under 5 years | | 5 years and over | |
| | Apprentices Learners Per cent | Others Per cent | Per cent | All Per cent |
| No Change ... ... ... ... | 87 | 59 | 59 | 62 |
| 1 ... ... ... ... ... | 12 | 23 | 21 | 20 |
| 2 ... ... ... ... ... | 1 | 8 | .10 | 9 |
| 3 ... ... ... ... ... | — | 5 | 5 | 4 |
| 4 ... ... ... ... ... | — | 4 | 3 | 2 |
| 5 ... ... ... ... ... | — | 1 | 2 | 2 |
| 6+ ... ... ... ... ... | — | — | — | — |
| Totals ... ... ... ... | 301 | 282 | 1,828 | 2,411 |

By and large, therefore, job changing over the five years under review was restricted to 38 per cent of the men interviewed and half these had had one other job only, as the following figures show.

There were differences however between men of different ages. Forty-eight per cent of men aged 20–24 had changed jobs once or more often in the previous five years, compared with 54 per cent of men aged 25–34 and only 33 per cent of men aged 35 and over. This is, broadly, in line with job changing patterns in general* although the rate of change among the 20–24 year olds could have been expected to be higher than it is in comparison to the rate among the 25–34 year olds. The proportion of apprentices in the 20–24 age group is not high enough to depress the figure markedly.

(ii) *Frequency by status*

There were, also, differences between men of different status other than apprentices. Operatives and labourers appear to be the most mobile groups of building workers.

TABLE 47

| Job changes in five years prior to invertiew | Foreman Ganger Chargehand Per cent | Operative Per cent | Labourer Mate Per cent | Plant Operator Plant Fitter Per cent |
|---|---|---|---|---|
| No change ... ... ... | 75 | 53 | 56 | 64 |
| 1 ... ... ... ... | 16 | 23 | 21 | 25 |
| 2 ... ... ... ... | 5 | 11 | 11 | 7 |
| 3 ... ... ... ... | 2 | 5 | 7 | 3 |
| 4 ... ... ... ... | 1 | 4 | 3 | 1 |
| 5 ... ... ... ... | — | 2 | 1 | 1 |
| 6 ... ... ... ... | — | 2 | 1 | — |
| Numbers ... ... | 412 | 947 | 594 | 118 |

(iii) *Frequency by size of firm*

Job changing was also associated with size of firm in that large national contractors employed a higher proportion of job changers than the rest of the firms.

TABLE 48

| Job changes in five years prior to interview | Size of firm | | |
|---|---|---|---|
| | Large National Per cent | Middle Sized Per cent | Small Local Per cent |
| No change ... ... ... ... ... | 42 | 63 | 65 |
| One or more ... ... ... ... ... | 58 | 37 | 35 |
| Average number of charges ... ... | 3·1 | 2·8 | 2·8 |
| Number of operatives ... ... ... | 344 | 898 | 827 |

It has been shown earlier that the status "mix" in large national firms is different from that of the rest but this accounts for only a fractional part of the difference shown above. It would appear that the large national firms simply provide less settled employment.

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*Labour Mobility in Great Britain 1945–1949. Geoffrey Thomas. Government Social Survey S.S. 134 1953, and many publications since.

(iv) *Frequency by training*

There is no clear association between training and mobility. Among the 62 per cent of men who had not changed their job in the last five years, those who had served and completed an apprenticeship but had no further education and those who had not served an apprenticeship were equally represented. Only 57 per cent of men who had served an apprenticeship and received further education had not changed their job, however, compared with 68 per cent of men who had not been apprenticed but had received some further education.

(v) *Frequency by region*

An analysis of job changing by region showed that it was above average in Scotland (48 per cent), about average in most other regions and slightly below average in London and South East (32 per cent).

(vi) *National comparisons*

There are not, unfortunately, national figures relating to mobility over a five year period. The mobility survey referred to in earlier sections covers a period of 10 years. It is of some interest to note, however, that the three groups of manual workers which were distinguished in that inquiry showed the following proportion of job changes.

TABLE 49

| Job changes in 10 years prior to 1963 | Men | | | Total Manual Per cent |
|---|---|---|---|---|
| | Skilled Manual Per cent | Semi-skilled Manual Per cent | Unskilled Manual Per cent | |
| No change ... ... ... ... | 55 | 47 | 38 | 51 |
| One or more ... ... ... | 45 | 53 | 62 | 49 |
| Number of men ... ... | 3,450 | 1,596 | 705 | 5,751 |

It is reasonable to suppose, in view of Table 48, that the proportion of men making no change of job in the building industry as a whole would not fall completely out of line with the average figure quoted above. On the same reasoning it is clear, however, that large national contractors employ men with an exceptionally high rate of mobility.

(b) *Job record*

Job changes in the last five years applied to 38 per cent of the sample only. Half this number made only one change during that period. The number of men making more than one change of job is relatively small, therefore, and this has seriously curtailed the useful analyses that can be made. The principal tables presented in this section relate to the last change only, therefore, although reference is made to earlier changes when this is possible and informative.

(i) *Status*

An analysis of status at the time of interview compared with status in previous jobs is shown overleaf.

TABLE 50

| Status in job at time of interview | Status of previous job | | | | | | | | | | | Total (100 per cent) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Foreman Per cent | Ganger Per cent | C'hand Per cent | Oper. Per cent | App. Per cent | Imp. Per cent | Learner Per cent | Lab. Per cent | Mate Per cent | Plant Op. Per cent | Plant Fitter Per cent | |
| Foreman* ... | 35 | — | 11 | 39 | 6 | 1 | — | 3 | 1 | — | 1 | 97 |
| Ganger† ... | — | — | — | — | — | — | — | — | — | — | — | 8 |
| C/hand ... | 10 | 3 | 13 | 58 | 3 | 3 | — | 10 | — | — | — | 31 |
| Operative ... | 5 | † | 1 | 76 | 10 | 2 | 2 | 2 | 2 | — | — | 479 |
| Apprentice ... | — | — | — | — | 53 | 22 | 7 | 13 | 4 | — | — | 45 |
| Improver† ... | — | — | — | — | — | — | — | — | — | — | — | 8 |
| Learner† ... | — | — | — | — | — | — | — | — | — | — | — | 14 |
| Labourer ... | 1 | 2 | — | 2 | 1 | 1 | 2 | 87 | 2 | 1 | — | 257 |
| Mate† ... | — | — | — | — | — | — | — | — | — | — | — | 15 |
| Plant Op. ... | 2 | 2 | — | 2 | — | — | — | 47 | 4 | 40 | 2 | 47 |
| Plant Fitter† ... | — | — | — | — | — | — | — | — | — | — | — | 7 |
| Number ... | 65 | 9 | 19 | 431 | 82 | 31 | 33 | 291 | 26 | 23 | 8 | 1,008 |

Apart from a small amount of up grading and down grading (certainly no more than takes place in other industries) men change their status in what might be called the expected ways. That is, chargehands and operatives could be expected to become foremen, and apprentices, improvers and learners could expect, in due course, to become operatives.

Despite the declining numbers of preceding changes over the five years the pattern shown above remained fairly constant.

(ii) *Size of firm*

Because size of firm seems to be closely associated with mobility a detailed analysis was made of the changes of firm involved in changes of job. From this it appears that most of the men recruited by a large national contractor (46 per cent), were previously employed by one.

TABLE 51

| Size of present firm | Size of last firm | | | Total (100 per cent) Changes between private firms only |
|---|---|---|---|---|
| | Large National Per cent | Middle Sized Per cent | Small Local Per cent | |
| Large national ... ... | 49 | 16 | 35 | 200 |
| Middle sized ... ... | 29 | 38 | 33 | 361 |
| Small local ... ... | 27 | 18 | 55 | 306 |

About 77 per cent of all men working for a large national contractor had either worked for their present firm only (42 per cent) or had been previously employed by a large national contractor. Comparable figures for middle sized firms were 80 per cent (63 per cent) and for small firms 80 per cent (65 per cent).‡

Previous job changes had the same pattern as that shown in the table.

(iii) *The general run of the work*

Men were asked, for each previous job, whether the general run of work there was in their opinion the same as at other firms, more specialised, or covered a wider range of work. The resulting table is difficult to interpret.

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*2 per cent of foremen did not identify previous job.

†Numbers too small to percentage.

‡See Appendix III for pattern of job changes resulting in present employment with a large national contractor.

TABLE 52

| Type of Work | Last Job Per cent | Previous Job Per cent | Previous Job Per cent | Previous Job Per cent |
|---|---|---|---|---|
| The same ... ... ... | 57 | 57 | 63 | 68 |
| More specialised ... ... | 18 | 21 | 21 | 13 |
| Wider range ... ... | 18 | 18 | 13 | 15 |
| Other ... ... ... | 7 | 3 | 3 | 4 |
| Number of men ... | 971* | 462 | 237 | 121 |

The fact that a third or more of the men found more specialised or a wider range of work at each move and the steady decline in the percentage reporting the same suggests that men did tend to secure wider experience by moving from one job to another. The more frequently a man moves, however, the less likely it may be that he will find something new and the lower percentage reporting "the same" in the first column may be due to the high proportion of men who had made one change of job only.

### (iv) *Living at home or away*

Men were asked whether they were living at home or away when working for any one of their previous employers during the five years preceding interview.

TABLE 53

| Where Living | Present Job Per cent | Last Job Per cent | Previous Job Per cent | Previous Job Per cent | Previous Job Per cent |
|---|---|---|---|---|---|
| Home ... ... ... | 98 | 97 | 95 | 93 | 93 |
| Away ... ... ... | 2 | 3 | 3 | 6 | 7 |
| Both ... ... ... | — | — | 1 | 1 | — |
| Number of men ... | 2,411 | 971 | 462 | 237 | 121 |

The only conclusion to be drawn from this table is that the more frequently a man moves from one job to another the more likely it is that he will be working away from home.

The proportion of men living away from home was so small that analyses by region, which had been intended, were not possible.

### (v) *Regional Change*

Changes from one region to another were fairly limited. Eight per cent of the 971 men who had changed their job to enter their present employment had during their previous job, lived in a different region, but two-thirds of them had lived in a region adjacent to the one they were now in. Of those men who had made a previous change of job only 2 per cent had moved from one region to another. In the previous job again it was only 1 per cent. It looks, therefore, as if the job mobile men move most frequently in the same region.

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*Excludes changes of grade or trade only.

### (vi) *Reasons for leaving successive jobs*

Men who had left one job or more in the preceding five years were asked why they had done so.

TABLE 54

| Reason for changing job* | Last Change Per cent | Previous Change Per cent | Previous Change Per cent | Previous Change Per cent |
|---|---|---|---|---|
| Job finished/sacked | 37 | 37 | 42 | 41 |
| Pay | 23 | 22 | 25 | 28 |
| Wanted better work | 4 | 5 | 2 | 2 |
| Trouble with boss/mates | 5 | 5 | 4 | 4 |
| Job about to finish | 6 | 5 | 2 | 4 |
| Conditions of work | 6 | 6 | 3 | 5 |
| Domestic reasons | 4 | 3 | 3 | 2 |
| Health reasons | 1 | — | — | 2 |
| To be self-employed | 3 | 1 | — | — |
| Travelling time | 6 | 3 | 5 | 5 |
| Didn't like job/wanted change | 4 | 6 | 6 | 4 |
| No prospects | 1 | 1 | — | — |
| Wanted job with training | 2 | — | 1 | 1 |
| Friends moving | 1 | 1 | — | — |
| Firm moving away | 1 | 1 | — | — |
| Unclassified | 4 | 1 | 4 | 5 |
| Number of men giving reasons | 894 | 435 | 237 | 121 |

The reasons for change remain fairly consistent but there is a slight tendency for the proportion of men who have changed jobs because of redundancy, the sack, or low pay to be higher among the more mobile men, that is, those with three changes or more.

### (c) *Reasons for job changing*

Men who had made at least one voluntary change of employer in the five years before interview were asked a series of questions about the last time they had done so. The aim was to determine something about the reasons behind the move.

The 653 men who had made a voluntary move were asked first of all how satisfied they had been with the job they had left. Thirty-four per cent said they

TABLE 55

| How long thinking of a move | Building Industry since leaving school Per cent | Late Entrants to Building Industry Per cent | Total |
|---|---|---|---|
| Up to 1 week | 28 | 41 | 36 |
| One week—one month | 32 | 31 | 31 |
| Over 1 month—3 months | 16 | 12 | 14 |
| Over 3 months—6 months | 9 | 6 | 7 |
| Over 6 months—12 months | 7 | 4 | 5 |
| Over 12 months | 5 | 3 | 4 |
| Other answers | 2 | 2 | 2 |
| Don't know | 1 | 1 | 1 |
| Voluntary movers | 269 | 359 | 653† |

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*More than one reason could be given so the percentages add to more than 100.

†Includes 25 men born abroad.

were very satisfied, 45 per cent were fairly satisfied and only 21 per cent were dissatisfied. They were then asked how long they had been thinking of a move before they actually moved.

Over a third of the men claimed to have decided to move within a week of thinking of doing so. Two-thirds decided to move within one month. Men who had entered building directly from school took much longer, on average, to think about moving than men who had worked in other industries before entering building, of whom 40 per cent had decided to move within a week.

The reasons men gave first for thinking about changing their job voluntarily were many and various. The principal single reasons were that the pay was low or they wanted a better type of work, but even so these reasons between them accounted for less than half the moves.

TABLE 56

| Reasons for changing job voluntarily* | Per cent |
|---|---|
| The pay ... | 30 |
| Wanted better work ... | 18 |
| Trouble with boss/mates ... | 13 |
| Wanted to work in a particular area elsewhere ... | 13 |
| Job was about to finish ... | 8 |
| Approached by another firm ... | 6 |
| Working conditions bad ... | 5 |
| Domestic reasons ... | 5 |
| Too much pressure on work ... | 2 |
| Health reasons ... | 1 |
| To be self-employed ... | 1 |
| Others ... | 6 |
| All men who changed jobs voluntarily ... | 653 |

The reasons for moves which were a direct result of a particular employment could include, beside pay and "better work", too much pressure and bad working conditions. The latter reasons contribute a further 7 per cent only, however. As about 8 per cent of the men gave more than one reason for moving it still remains the case that only about half the voluntary moves arose from reasons associated with a particular site. It has already been shown that 37 per cent of all moves were associated with redundancy so it can be further calculated that voluntary moves associated with site reasons numbered only 32 per cent of all moves.

The move to another job was, apparently, most frequently made with some knowledge of what the job would be like. Sixty per cent claimed that they knew something about the job they were going to, though it was not always first hand knowledge, as the following table shows.

Late entrants to the building industry seemed to return to the same firms more frequently than those who entered the industry from school and were also less frequently influenced by the fact that the work was the same as they had always done. Late entrants included a high proportion of unskilled workers, but a comparison of operatives in both groups shows the same differences. The difference is a product of method of entry, therefore.

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*See footnote p. 39.

TABLE 57

| Knowledge of next job | Building Workers since leaving school Per cent | Late Entrants to Building Industry Per cent | Total* Per cent |
|---|---|---|---|
| Worked there before ... ... ... ... | 15 | 26 | 21 |
| Same kind of work as have always done ... | 43 | 34 | 38 |
| Knew there was work for good length of time... | 4 | 8 | 6 |
| Firm had good reputation ... ... ... | 16 | 13 | 14 |
| Knew the money was good ... ... ... | 15 | 17 | 16 |
| Other answers ... ... ... ... ... | 19 | 17 | 18 |
| Number of men who knew something about next job ... ... ... ... | 146 | 199 | 355 |

Generally speaking the men who moved approached either the general foremen (34 per cent), or the head of the firm they were going to (34 per cent). Managers or site agents were approached by 10 per cent and 6 per cent of the movers respectively. (8 per cent of men were first approached by the firm they moved to.) Thirty per cent of the movers had known the man before they approached him. Rather more of the late entrants had known previously the man they approached, (36 per cent compared with 28 per cent). Twenty-one per cent of the movers said that other men from the same firm had moved with them.

The final reasons why men move voluntarily from one job to another are notoriously difficult to establish. The interview covered a wide range of possible reasons for dissatisfaction or satisfaction with the job that had been left and, as a final approach to reasons for moving, they were asked if any of the reasons for dissatisfaction which had been listed had *caused* the informant to move. Eighty per cent said that they had, 20 per cent said that they had not. The 80 per cent who said that they had, were asked then to name the most important reason for their move. The causes for dissatisfaction which made them move and the most important cause are shown in the following table.

TABLE 58

| Causes of Move | All causes Per cent | Most important cause Per cent |
|---|---|---|
| Pay ... ... ... ... ... ... ... | 40 | 40 |
| Conditions of work ... ... ... ... | 14 | 9 |
| Security... ... ... ... ... ... | 13 | 11 |
| Distance from home ... ... ... ... | 12 | 10 |
| Hours of work ... ... ... ... | 11 | 5 |
| Employer ... ... ... ... ... | 9 | 6 |
| Workmates ... ... ... ... ... | 7 | 4 |
| Interest of work ... ... ... ... | 7 | 5 |
| Variety of work ... ... ... ... | 6 | 4 |
| Opportunity to use skills ... ... ... | 4 | 3 |
| Responsibility ... ... ... ... ... | 2 | 1 |
| Could take own decisions ... ... ... | 2 | 1 |
| N.A. ... ... ... ... ... ... | — | 1 |
| Men naming given cause for move ... | 514 | 514 |

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*Includes 10 entrants from abroad.

Pay was the outstanding reason for moving but security, distance from home and conditions of work taken together caused almost as many moves. Work that lacks interest, variety or an opportunity to use skills accounted for a further 12 per cent of moves and personal relationships with employer or workmates for 10 per cent.

The men who moved for other reasons than those listed above (139 in all) gave a wide variety of answers to the questions, although when put to it about 15 per cent of them could find no reason at all. 15 per cent gave domestic reasons for moving, 12 per cent moved because their boss or foreman showed favouritism to others, 8 per cent because of travelling problems, 6 per cent simply because they wanted a change, 5 per cent for better prospects, 4 per cent for health reasons, and smaller proportions because they wanted better prospects or because their friends had moved. 28 per cent moved for reasons which could not be classified.

Finally, the men who had moved voluntarily were most frequently operatives as the next table shows.

TABLE 59

| Status | Voluntary Movers Per cent | All men in sample Per cent |
|---|---|---|
| Foreman<br>Ganger<br>Chargehand | 12 | 17 |
| Operative | 51 | 39 |
| Apprentice<br>Learner<br>Improver | 6 | 14 |
| Labourer<br>Mate | 25 | 25 |
| Plant Op.<br>Plant Fitter | 5 | 5 |
| Number of men | 653 | 2,411 |

### (d) *Summary*

The proportion of 38 per cent of men who had changed jobs in the previous five years may be affected by exclusions from the sample and the loss of very large firms. Men aged 20–34 were the most mobile. Operatives were the most mobile men in terms of status, closely followed by labourers. Apprenticeship, plus further education had some association with increased job mobility. Men employed by large national firms had changed jobs more frequently than others and so had men living in London and the South East of England. There was very little occupational mobility associated with job changing.

There appeared to be some widening of work experience as a result of these changes and job changing appeared to be associated to a very slight degree with working away from home. Most job changes took place within a region or between adjacent regions. The principal reasons for job changing were involuntary ones (job finished/sacked) or pay.

The men who made a voluntary change of job had mostly done so after some thought. Only 21 per cent were dissatisfied with their job. The reasons they gave for making a change were mixed but the principal reasons were thay pay was low and they wanted a better type of work. Even so only about half the reasons given for job changing were associated with the site. Most of the men knew something about the site they were going to and late entrants to the industry in particular seemed to return to the same firm. Pay was said to be the principal cause of moves but when men were asked the *most* important cause security, distance from home and conditions of work taken together were responsible for as many moves.

## D. Current Issues in Building

There are a number of issues in building which are currently under discussion in building and the inquiry set out to test attitudes to them by simple propositions which could subsequently be related to one another and also to job changing.

### (a) *Permanency of Employment*

The first issue was related to the idea that big firms should employ most of their men permanently. The subject was approached by putting the proposition that men in the building industry can move about freely from one employer to another and then asking if this was a good thing or not. Seventy per cent thought it a good thing, 29 per cent thought it not a good thing, 1 per cent thought there was good and bad in it and 2 per cent could not express an opinion. Men in different occupations did not differ from each other in the frequency with which these views were held, nor did men of different ages differ, with the exception that men aged over 35 were slightly less frequently of the opinion that freedom of movement was a good thing. There was a slight association only between the views and experience in that 40 per cent of the men who thought freedom was a good thing had changed their jobs in the last five years compared with 33 per cent who did not think it a good thing.

Table 60

| Reasons for holding opinion* | Freedom of Movement<br>Good<br>Per cent | <br>Not Good<br>Per cent |
|---|---|---|
| Freedom is good ... ... ... ... ... ... ... | 44 | — |
| Do better financially if move ... ... ... ... ... | 39 | — |
| Get better job if move ... ... ... ... ... ... | 38 | — |
| More variety if move ... ... ... ... ... ... | 18 | — |
| Need not tolerate boss of job ... ... ... ... ... | 7 | — |
| Firm may put pressure on you if you stay too long ... ... | 3 | — |
| Better security/promotion if stay ... ... ... ... ... | — | 32 |
| People moving not concerned about job ... ... ... ... | — | 12 |
| People always moving/no loyalty ... ... ... ... ... | — | 15 |
| Better training/experience if stay ... ... ... ... ... | — | 10 |
| Other answers ... ... ... ... ... ... ... | — | 35 |
| Number of men with an opinion ... ... ... ... | 1,708 | 639 |

The frequency with which these views were expressed differed only marginally between occupations, ages, and men with different experiences of job changing.

Later in the interview men were asked whether they thought it a good or a bad idea if most of the big firms employed most of their men permanently. Seventy-nine per cent thought it a good idea, 16 per cent a bad idea, 1 per cent thought it both good and bad and 4 per cent had no views. There were only slight differences of opinion between men in different occupations but men over the age of 25 more frequently thought it a good idea than men under that age (81 per cent against 74 per cent). There were no differences of opinion between men who had changed their jobs in the last five years and those who had not. The reasons men gave for thinking it a good idea were most frequently related to security and steady employment.

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*See footnote p. 39.

TABLE 61

| Reasons for thinking permanent employment a good idea | Per cent |
|---|---|
| Men would have loyalty to the firm ... ... ... ... | 1 |
| There would be more security of job ... ... ... | 55 |
| Possible to have sick pay and pension schemes ... ... | 5 |
| Employer knows his men well and can rely on them ... | 18 |
| Employee knows the way of the firm ... ... ... | 9 |
| Men work together as part of permanent group ... ... | 8 |
| Get better standards of workmanship ... ... ... | 12 |
| It would be necessary to contract work out ... ... | 2 |
| Better co-operation between both sides ... ... ... | 2 |
| Other and vague answers ... ... ... ... ... | 3 |
| Don't know ... ... ... ... ... ... ... | 10 |
| Men who thought permanent employment a good idea... | 1,918 |

The reasons men gave for thinking permanent employment a bad idea were neither as specific nor as formed. Thirty-one per cent gave only vague answers. For instance, nineteen per cent said the nature of the building industry was against it, 12 per cent that men would have to travel around too much from site to site, 11 per cent that men would become lazy and not work well, 8 per cent that it would be boring to work at the same job, 7 per cent that the firm would expect too much, 5 per cent that firms would not take on local labour and 4 per cent that it would hold down wages. Age and occupation differences were negligible.

It is of interest to see what association there is between replies to the question about freedom in the industry and attitudes toward permanent employment.

TABLE 62

| Freedom of movement | Permanent Employment<br>Good | <br>Bad | <br>Others | Total |
|---|---|---|---|---|
| Good ... ... | 76 | 19 | 4 | 100 |
| Not good ... | 88 | 8 | 4 | 100 |
| Others ... ... | 80 | 6 | 14 | 100 |
| Total ... ... | 1,708 | 639 | 64 | 2,411 |

Three-quarters of the men who think that the freedom to move about in the building industry is a good thing nevertheless think permanent employment is a good thing also. The men who think freedom to move not a good thing are more consistent in their views. Nine out of ten suppport permanent employment. It is possible, therefore, that the freedom is cherished more as an idea than as a reality and the weight of opinion is in favour of some form of permanency.

(h) *Skill and repetition*

It was put to men that modern building does not need so much craftsmanship but needs more all-round skill, and shortly afterwards it was put to them that there are now more routine and repetitive jobs being done in building than there used to be. The one does not, of course, negate the other. Men were asked to state if they thought the propositions were certainly right, probably, probably not, definitely not.

TABLE 63

| Opinion | Not so much Craftsmanship more all-round skill Per cent | More routine and repetitive jobs in building Per cent |
|---|---|---|
| Certainly right ... ... ... | 38 | 43 |
| Probably right ... ... ... | 34 | 27 |
| Don't know ... ... ... | 7 | 16 |
| Probably not right ... ... | 8 | 8 |
| Definitely not ... ... ... | 12 | 7 |
| | 2,411 | 2,411 |

About 70 per cent of the men accepted both these propositions to be right. There were only slight differences of opinion between men of different trades, of different ages and working for different sizes of firm.

(c) *Pay according to ability—not according to fixed rates*

Another proposition put was that in place of fixed rates of pay it would be fairer to test men to find out how well they could do a job and pay them accordingly. Men were asked whether they thought this was right or not. Fifty-two per cent said it was certainly right, 17 per cent thought it probably right, 6 per cent thought it probably not right and 18 per cent thought it definitely not right. Six per cent could not express an opinion. The figures differed only slightly between men of different status (although operatives who had entered the building industry from other work less frequently thought it right than operatives who had entered the industry from school (62 per cent compared with 72 per cent)), between men of different ages and between men employed by different sizes of firm.

(d) *A new skill at any age*

Last in these questions about issues in the industry, it was suggested to men that it should be possible for building trade workers of any age to go on a short course to learn a new skill in building. Sixty-three per cent thought this was certainly right, 19 per cent thought it probably right, 6 per cent thought it probably not right and 8 per cent thought it definitely not right. Four per cent did not know. Again there were no great differences of opinion between men of different status and different ages or between men employed by different sizes of firm.

(e) *Summary*

The majority of men thought freedom to move about in the industry and choose one's own employer a good thing but an even greater majority thought it would be a good thing if most of the big firms employed most of their men permanently. About two-fifths of all men thought it certainly right that more all round skill was demanded in building nowadays but also that there were more routine and repetitive jobs in building. About half the men thought it right to pay according to ability rather than at fixed rates and nearly two-thirds thought it certainly right that it should be possible to learn a new skill in building at any age.

### E. Attitude toward staying in the building industry

At the end of the question about current issues in the building industry men were asked if they intended to stay in building. Eighty-two per cent said that they did, 14 per cent did not and 4 per cent could not make up their minds. Roughly equal proportions of men who had been in the industry all their working lives and men who had entered it from other work expressed their intention of going.

There were no differences of opinion between men in different occupations or between men who had changed their jobs in the last five years and those who had not.

Men aged 20–24 were less frequently inclined (71 per cent) to stay in the industry than either younger or older men. The reasons why men intended to leave building were mainly for another kind of job.

TABLE 64

| Reasons for intending to leave building* | Age Groups | | | | |
|---|---|---|---|---|---|
| | –19 years Per cent | 20–24 Per cent | 25–34 Per cent | 35+ Per cent | All ages Per cent |
| Prefer another job ... ... | 30 | 32 | 17 | 16 | 13 |
| Want more pay ... ... ... | 25 | 41 | 44 | 30 | 36 |
| Better conditions ... ... ... | 15 | 11 | 19 | 14 | 15 |
| Want better job ... ... ... | — | — | 6 | 5 | 14 |
| Building is hard ... ... ... | 5 | 11 | 11 | 25 | 15 |
| Want a steadier job ... ... | 12 | 22 | 29 | 17 | 21 |
| Want more interesting job ... | 8 | 10 | 5 | 5 | 6 |
| To travel around ... ... ... | 5 | 4 | — | — | 2 |
| Prospects/Pensions ... ... | 5 | 7 | 8 | 7 | 7 |
| Health ... ... ... ... | — | 1 | — | 5 | 2 |
| Retiring ... ... ... ... | — | — | — | 8 | 2 |
| Other answers ... ... ... | 10 | 5 | 4 | 5 | 5 |
| Number intending to leave building ... ... ... | 40 | 73 | 103 | 126 | 342 |

Preferences for another job declined with age; the search for more pay reaches its peak at age 25–34, and so does the search for a steadier job. As men get older they more frequently say that building is hard.

Men were then asked if they could make one change which would make building a more attractive job in general what that change would be. Nearly 20 per cent of the men could make no suggestions, they were happy with building as it is; this happiness was associated with age. Thirty-seven per cent of those aged 19 and under were "happy", compared with 26 per cent aged 20–24 and 17 per cent of those aged 25 and over. The remaining men in each age group had a wide range of ideas.

All these answers are discrete, and pay and working conditions account for 69 per cent of them. A further 13 per cent centre on welfare and fringe benefits, education, training and supervision. The replies are hardly surprising when compared with the previous table which shows that a percentage of men, at least, are leaving the industry for reasons which reflect the kinds of change proposed.

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*Percentages add up to more than 100 per cent because more than one answer could be given.

TABLE 65

| Suggested change | Per cent |
|---|---|
| Increase wages ... | 20 |
| Guarantee wages and working week | 8 |
| Stop bonus pay/piece rates. Pay better flat rate | 6 |
| Should have bonus system or incentive pay | 2 |
| More equal pay for skills | 3 |
| Improve working conditions ... | 20 |
| Organise work to bad weather and working conditions | 5 |
| Better organisation of work on site ... | 2 |
| Shorten or alter working hours | 3 |
| Better welfare/fringe benefits ... | 8 |
| Better education and training | 3 |
| Better attitude from foreman/better supervision | 2 |
| Improve quality and standard of work | 3 |
| More/better machinery and equipment | 2 |
| Better/more modern materials | 1 |
| No one thing | 2 |
| Other answers ... | 10 |
| Number of men suggesting one change ... | 1,907 |

### F. Pay

The alleged importance of pay in the minds of building workers seemed to justify a series of questions about it, including questions about actual wages received in the week before interview. This was a sample of men in a particular part of the industry only, however, and the wages reported should not be compared with the figures reported by the Ministry of Labour. The usefulness of recording earnings in this way lay in the possibility of comparing the attitudes of the men to the level of their current wage and thus having a measure of the relationship between the two.

(a) *Distribution of earnings*

The pay reported was that for the last working week. It was analysed according to occupation and distributed between fixed limits. The pay between any limits was averaged. The following table shows the percentage of men found at each interval in the distribution, therefore, and the average wage they received.

TABLE 66

| Net Pay | Operatives | | Foreman | | Ganger Chargehand | | Apprentice Learner Improver | | Labourer Mate | | Plant Op. Plant Fitter | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Per cent | Av. | Per cent | Av. | Per cent | Av. | Per cent | Av. | Per cent | Av. | Per cent | Av. | Per cent | Av. |
| £9 and under | 2 | 7·54 | — | — | 1 | 6·70 | 76 | 6·51 | 11 | 7·73 | — | — | 15 | 6·80 |
| £10–£12 ... | 24 | 11·88 | 9 | 12·01 | 8 | 11·91 | 16 | 11·15 | 43 | 11·54 | 25 | 11·71 | 26 | 11·66 |
| £13–£14 ... | 32 | 13·85 | 18 | 14·08 | 36 | 14·08 | 4 | 13·75 | 23 | 13·75 | 13 | 13·74 | 23 | 13·85 |
| £15–£19 ... | 33 | 16·67 | 49 | 17·17 | 41 | 16·75 | 2 | 18·82 | 15 | 16·71 | 40 | 17·33 | 26 | 16·83 |
| £20 and over | 9 | 23·27 | 25 | 24·66 | 13 | 23·82 | 2 | 22·48 | 6 | 23·44 | 21 | 24·51 | 10 | 23·81 |
| All reporting | 897 | 15·00 | 229 | 17·97 | 107 | 16·19 | 337 | 8·13 | 574 | 13·19 | 117 | 17·01 | 2,261 | 13·98 |

Average pay in each status group follows the pattern that might be expected but there are wide variations of pay within each occupation and there were labourers and mates who, in the week under review, earned more than most operatives. Net wages were on average 86 per cent of gross earnings. Earnings included overtime and allowances of various kinds but although these affect a fair percentage of the men they make only a modest contribution to pay.

TABLE 67

| Source | Men Per cent | Percentage of gross earnings of group |
|---|---|---|
| Overtime ... ... ... | 38 | 9 |
| Extra payments ... ... | 12 | 1 |
| Travelling ... ... ... | 25 | 2 |
| Lodgings ... ... ... | 2 | 0·5 |
| Incentive pay ... ... ... | 17 | 4 |
| All reporting ... ... | 2,329 | £36,578 |

Overtime and extra payments of various kinds accounted for only just over 16 per cent of the gross earnings of the group, therefore, although they will, of course, account for a higher percentage of the gross pay of the men who received them. Overtime, for instance, contributed an average of £3 8s. to the earnings of the men who had worked it in the sample week. Extra payments contributed about £1, travelling allowance about £1 1s., and incentive payments £4 1s., on the same basis. Lodging allowances added £3 4s. to the pay packets of the small number of men receiving them.

Earnings were associated with age to the extent that earnings rose in each age group to 25–34 and then declined slightly. A previous study of manual workers showed this to be the pattern in manufacturing industry also.* Manual workers in general appear to reach their peak earning period between 25 and 34 years of age.

TABLE 68

| Reported amount earned last working week | Age at time of interview | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | –19 | | 20–24 | | 25–34 | | 35+ | |
| | Per cent | £ | Per cent | £ | Per cent | £ | Per cent | £ |
| £9 and under ... ... | 88 | 6·32 | 12 | 8·61 | 1 | 8·58 | 3 | 7·91 |
| £10–£12 ... ... ... | 9 | 11·06 | 46 | 11·39 | 22 | 11·81 | 26 | 11·78 |
| £13–£14 ... ... ... | 1 | 13·17 | 19 | 13·72 | 24 | 13·89 | 29 | 13·87 |
| £15–£19 ... ... ... | 1 | 16·65 | 13 | 17·17 | 39 | 16·84 | 31 | 16·78 |
| £20 and over ... ... | 1 | 21·05 | 8 | 24·61 | 14 | 23·90 | 10 | 23·61 |
| All amounts ... ... | 289 | 7·00 | 307 | 13·40 | 485 | 15·97 | 1,186 | 13·98 |

The decline at 35+ arises from a decline in the proportion of men with high earnings in that age group, that is, earnings of £15 a week and over.

Earnings are also associated with the type of firm a man is working for. The smaller the firm the lower were the average earnings, but the principal distinction is between the large national firms and the rest.

TABLE 69

| Status | Size of firm | | | Local Authority £ |
|---|---|---|---|---|
| | Large National £ | Middle Sized £ | Small Local £ | |
| Operatives ... ... | 17·86 | 14·97 | 14·28 | 14·57 |
| Foreman ... ... ... | 23·05 | 17·57 | 17·20 | 15·60 |
| Ganger/Chargehand ... | 19·88 | 15·89 | 14·33 | 15·74 |
| App./Imp./Learner ... | 10·12 | 8·08 | 7·73 | 7·95 |
| Labourer/Mate ... ... | 15·74 | 12·75 | 12·19 | 12·10 |
| Plant Op./Fitter ... ... | 18·84 | 17·93 | 14·01 | 13·79 |
| All ... ... ... | 16·81 | 14·02 | 12·91 | 13·39 |

(b) *Hours worked*

The men had worked fairly long hours to earn high wages.

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*"Promotion Prospects", by Geoffrey Thomas. Unpublished Government Social Survey Report S.S. 243. 1955.

TABLE 70

| Hours worked last pay week | Percentage of men | Average earnings £ |
|---|---|---|
| 0–30 ... ... ... ... | 2 | 9·72 |
| 31–40 ... ... ... ... | 5 | 12·26 |
| 41–45 ... ... ... ... | 21 | 12·08 |
| 46–50 ... ... ... ... | 36 | 13·16 |
| 51–60 ... ... ... ... | 27 | 15·86 |
| 61–70 ... ... ... ... | 4 | 18·99 |
| 71+ ... ... ... ... | 2 | 23·04 |
| Not answered ... ... ... | 1 | — |
| Numbers ... ... ... | 2329 | |

(c) *Pay and mobility*

Once earnings and hours were established the men were then asked a series of questions to relate their pay to their attitudes toward moving from the site and moving out of the industry. They were asked, first of all, if they thought their wage was a fair return for the work they had put in. Sixty per cent of the men thought it was. Plant fitters, plant operators and apprentices (70 per cent) were most frequently satisfied, labourers (60 per cent), chargehands (59 per cent) and operatives (57 per cent) were about average. Foremen (45 per cent) were least frequently satisfied.

The reasons men gave for thinking it not a fair return were not always exactly to the point.

TABLE 71

| Reasons for not thinking pay a fair return | Foreman Ganger Charge-hand | Operative | Apprentice Improver Learner | Labourer Mate | Plant Op. Plant Fitter | All |
|---|---|---|---|---|---|---|
| High cost of living ... | 22 | 26 | 15 | 31 | 23 | 26 |
| Better outside building ... | 22 | 22 | 14 | 15 | 3 | 17 |
| Not enough for skills we have ... ... ... | 4 | 10 | 10 | 17 | 23 | 11 |
| Differential between certain grades is too great ... | — | 3 | 36 | 5 | 11 | 7 |
| No bonus for special work | 5 | 4 | 7 | 9 | 14 | 6 |
| Income tax high ... ... | 7 | 6 | — | 8 | 3 | 5 |
| Insufficient overtime money | 2 | 3 | 3 | 5 | 3 | 4 |
| I'm worth more ... ... | 8 | 7 | 6 | 9 | 3 | 7 |
| Worth more in relation to boss's profit ... ... | 6 | 4 | 1 | 1 | 3 | 1 |
| Other answers ... ... | 6 | 6 | 15 | 8 | 9 | 8 |
| Numbers ... ... | 147 | 379 | 101 | 226 | 35 | 888 |

The principal reasons are the first four listed, but the emphasis varies slightly between occupations. Labourers and plant operators said most frequently that they were not paid enough for the skills they possess. Operatives and labourers refer most frequently to the high cost of living.

In order to assess the extent to which opinions were related to comparisons within the industry all the men were asked how their pay compared with what they might earn on another site. Seventeen per cent said it was more, 42 per cent said it was the same and 36 per cent said it was less. Four per cent could not answer the question. An analysis by size of firm (since the larger firms afford larger earnings) showed that 24 per cent of men belonging to a large national thought their pay was more than on other sites and 24 per cent thought it less. Comparable figures for middle sized firms were 18 per cent and 32 per cent and for small local firms 15 per cent and 39 per cent. The figures for men working for local authorities were 9 per cent and 58 per cent. (It may be that men in the smaller firms and local authorities were making their comparisons with sites run by large national contractors, but this is a speculation.) The fact that comparisons are an element in dissatisfaction with wages is shown by the following table.

TABLE 72

| How does this pay compare with what might be earned on another site? | Is present wage a fair return? Yes per cent | No per cent | Total per cent |
|---|---|---|---|
| More ... ... ... | 21 | 10 | 17 |
| Same ... ... ... | 47 | 36 | 42 |
| Less ... ... ... | 28 | 50 | 36 |
| Others ... ... | 4 | 4 | 4 |
| Total ... ... | 1,410 | 888 | 2,329* |

A hardy 9 per cent who were earning more than they would expect to on another site still thought their wage was not a fair return for their work but 45 per cent, or nearly half the men who thought their wage was not a fair return, thought they could earn more on another site.

Comparisons were pressed further by asking the men how they thought their wage compared with what they might get outside the building industry. Thirty-three per cent thought they got more in building than they would in another industry, 22 per cent thought it the same and 39 per cent thought it less. Five per cent could not answer the question. Those who thought their money was less than they could get outside building were asked if this had tempted them to move outside building. Forty-two per cent said it had. Fifty-seven per cent said it had not. Most of the men who said in answer to this question that better money outside had tempted them to move, had said earlier that they intended to leave the industry.

TABLE 73

| Have lower earnings in building tempted you to leave industry? | Intend to stay in building Yes per cent | No per cent | Total per cent |
|---|---|---|---|
| Yes ... ... ... | 32 | 80 | 42 |
| No ... ... ... ... | 67 | 20 | 57 |
| Men believing they earn less in building ... | 687 | 177 | 904 |

---

*Employed Persons total includes 31 'other answers', 15 fair return.

The 140 men who were tempted by better money outside and intended to leave the industry formed only 40 per cent of all men who intended to leave the industry however. This is 4 per cent more than the number who had said earlier in the interview that they intended to leave the industry because they wanted more money (See Table 64.)

The men who were not tempted to move said this was because they liked the job (45 per cent), because they liked outside work (19 per cent) and because they were too old to change. Nine per cent said they would get a better building job when they had finished training. Three per cent said a job outside building would mean they would have to travel further and 3 per cent said they had security in their present job. The remainder gave other, vague, answers.

Men employed by large national contractors least frequently thought pay in building was less than in other industries (22 per cent compared with 37 per cent of men in medium sized firms and 42 per cent of men in small local firms), but were most frequently tempted to leave the industry.

It would be possible to infer from the earlier statement (that only 40 per cent of men who intended to leave the industry were tempted to do so by higher wages elsewhere), that money was not the most frequent factor in reaching a decision to do so. The men were asked directly at a subsequent stage in the interview, if the difference in pay between one job and another was the single most important thing which would decide them to move. Forty-three per cent said it was. By this measure the skilled tradesmen were a little above average in their attachment to a job and the specialist trades, plant operators and general workers below average.

The 53 per cent (or 1,233 men) who said difference in pay was not the most important factor were asked why not. Thirty-seven per cent of them could not find a general reason but spoke mainly of the attractions of their present job. Sixteen per cent thought working conditions were more important, 11 per cent thought the same about the security of the job and a further 11 per cent about relations with the men they worked with. Fourteen per cent said a job where they were happy was more important and 12 per cent spoke of the importance of nature of the job itself. Training and nearness to home (3 per cent each) were two other factors that over-rode differences in pay. There were no marked differences between men of different status and only small differences between men of different skills.

### (d) *Pay and Opinions about wages*

In the light of the preceding section it would be expected that there would be some relationship between pay and opinions but not necessarily a very close one. The first comparison made shows no association at all. The men who thought their wage a fair return for the work they had put in during the previous week had earned £13·96 compared with the £14·06 earned by men who did *not* think it a fair return. The actual wage packet was not the decisive element in this judgment, therefore.

The comparisons made between earnings on site and other sites is associated with pay, however. The men who thought their pay was better than they might earn on another site had earned, on average, £15·50 in the preceding working week compared with £13·65 earned by those who thought it about the same and £13·63 earned by those who thought it less. A similar comparison with possible earnings in another industry produced the same kind of result. The men who thought they earned more in building than they would outside it had an average pay of £14·77 compared with £13·63 earned by those who thought it the same and £13·35 by those who thought it less.

Men who are tempted to move are not necessarily earning the least money, however. It will be remembered that the men who thought they earned less in building than they could elsewhere were asked if this had tempted them to move. The men who said it had recieved an average pay of £13·86 in the previous week compared with £12·95 earned by men who were not tempted to move. The men who think money important appear, in general, to earn more than those who do not. All men were asked if the difference in pay between one job and another was the single most important thing which would make them move. Those who said it was had earned £14·60 in the previous week compared with £13·53 earned by the men who said it was not.

An empirical test can be applied to this opinion by comparing the present earnings of men who had changed jobs in the last five years and those who had not.

Men who had changed their jobs once or more often in the last five years were fairly consistently earning more, on average, that the men who had not.

TABLE 74

| Number of jobs in last five years | Average Net Earnings £ | Number of persons |
|---|---|---|
| 1 | 13·20 | 1,504 |
| 2 | 14·63 | 477 |
| 3 | 15·67 | 208 |
| 4 | 15·80 | 102 |
| 5 | 15·96 | 59 |
| 6 | 16·15 | 32 |
| 7+ | 16·41 | 29 |

It has been shown that the proportion of operatives increases at each successive change but this does not account for the above figures. Operatives and labourers, separately, to take the two main groups, show broadly the same pattern of increased earnings for each job up to the sixth.

In general it would appear that the judgments made by men were related to, but not exclusively determined by, the level of their earnings. This applied to all men, regardless of status.

(e) *Summary*

Not more than one-third of the men sampled obtained any substantial addition to their wages from overtime and incentive pay. Age was associated with earnings to the extent that they rose to a peak among men aged 25–34 and then fell again. This is comparable with the patterns of earnings in manufacturing industries. Earnings were considerably greater in large national firms for all types of labour but particularly for supervisors. The high earnings were associated with long hours. Three-fifths thought their earnings a fair return for their efforts. Those who thought they were not mostly compared their earnings with the high cost of living and wages in other industries, but a third gave reasons associated with the earnings structure of the building industry. A third of the men (fewer in large national firms but more in small local firms), thought their earnings less than they would be on another site in building. Rather more than a third thought they earned less than they could earn outside building. Two-fifths of this same third said the higher earnings in other industries had tempted them to leave building but they numbered only two-fifths of the men who proposed to leave the industry. Men employed by large national contractors, fewer of whom thought pay better in other industries, were, nevertheless, most frequently tempted to leave the industry.

Only 43 per cent of men thought that the difference in pay between one job and another was the single most important thing that would prompt them to move. The remainder liked their job, or the men they worked with, too well to move, or rated security, working conditions or nearness to home as more important. Men who are tempted to move are not always those earning the least money. Those who were ready to move earned a little more money on average, than the men who were not. Those who thought money the most important factor in a move earned more than those who did not and higher earnings appeared to be associated with mobility.

## APPENDIX I

## OPERATIVES IN THE BUILDING INDUSTRY

### *The Sample*

1. The sample design was a stratified multi-stage random one with firms and local administrative authorities in England, Wales and Scotland who were engaged in the building construction industry as the primary sampling units. Firms and local authorities falling into this category were those so defined by official records. The sample of primary units was drawn from those records.

2. For most of the sample of primary units, a sample of operatives employed by the unit at the time of the survey was drawn as the second and final stage of sampling, but in the case of some of the larger employing units engaged on construction on a number of sites, particularly in various parts of the country, an intermediate stage of sampling was introduced. This consisted of obtaining from the primary unit a list of contracts on which they were currently employing operatives, and making a selection of these. A sample of operatives was then taken from these selected sites only.

### *The Frame*

3. For statistical purposes, the returns are divided into four groupings, viz:

    1. Private Contracting
    2. Local Authorities
    3. Public Utilities
    4. Central Government.

4. The two latter categories, i.e. Public Utilities and Central Government were excluded. Within the first two categories, firms and local authorities are identifiable in eight size groups and within these by fourteen regional strata for statistical purposes. The eight size groups were:—

    0. Working principals only
    1. 1 to 5 operatives
    2. 6 to 10 operatives
    3. 11 to 19 operatives
    4. 20 to 30 operatives
    5. 31 to 50 operatives
    6. 51 to 70 operatives
    7. 71 and more operatives.

5. Apart from the public utilities and central government groups, two trade groups were also excluded from the sample, Heating and Ventilating and Electrical. The frame otherwise included all trades in private contracting firms and local authorities engaged in building construction.

6. For the purposes of sampling, these stratifications were used and size groups 0 and 1 combined. Primary sampling units were then selected from each size stratum with unit probability at a constant interval from a random start. A different fraction was used within each stratum such that the product of this fraction and that used at the final stage in selecting operatives would give a sample of operatives weighted by a factor of 2 in size strata 4, 5 and 6, and by 0·5 in size strata 0 and 1. The remaining three strata had a factor of one. Hence the sample could be looked at in four size strata according to the numbers at the time of the returns, viz:

    (1) units of more than 70 operatives (weight 1)
    (2) units with from 20 to 70 operatives (weight 2)
    (3) units with from 6 to 19 operatives (weight 1) and
    (4) working principals and those with from 1 to 5 operatives (weight 0·5).

7. The interviewing was carried out from May to August 1965. The set sample produced the following figures, (d) and (e).

| (a)<br>Population (Employees) | (b)<br>Strata | (c)<br>No. Selected Firms | (d)<br>No. Co-operated | (e) No. of Operatives<br>Required | <br>Names Selected |
|---|---|---|---|---|---|
| 480,000 | 0 (Working Principals) | 4 | 2 | 100 | 85 |
| | 1 1–5 employees | 27 | 24 | | |
| 176,000 | 2 6–10 ,, | 21 | 20 | 430 | 418 |
| | 3 11–19 ,, | 21 | 20 | | |
| 249,000 | 4 20–30 ,, | 16 | 13 | 1,200 | 1,078 |
| | 5 31–50 ,, | 16 | 15 | | |
| | 6 51–70 ,, | 10 | 9 | | |
| | 7 71+ ,, | 82 | 71 | 1,500 | 1,295 |

The firms/LA's in the 71 + stratum were in the following six groups, according to the records for 1964.

| | |
|---|---|
| 71 — 100 | 28 |
| 101 — 249 | 27 |
| 250 — 499 | 13 |
| 500 — 999 | 5 |
| 1,000 — 4,999 | 5 |
| 5,000 — 9,999 | 2 |
| 10,000 + | 2 |

Both firms in the largest group did not co-operate.

A summary of non-contacts and refusals is given below.

8. 199 firms were sampled, of these

| | Per cent |
|---|---|
| 16 Refused to co-operate . . . . | 8 |
| 4 Closed down . . . . . . | 2 |
| 3 Ineligible . . . . . . . . | 1 |
| 176 Co-operated . . . . . . | 89 |
| 199 | 100 |

9. The 176 co-operating firms produced 2,876 informants. Of these 34 were ineligible on contact (storemen etc.). Of the remaining 2,842:

| | | Per cent |
|---|---|---|
| Tabulated . . . . . . | 2,411 | 85 |
| Part-interviews . . . . | 85 | 3 |
| Moved away . . . . . . | 88 | 3 |
| Refused . . . . . . | 117 | 4 |
| Non-contacts . . . . | 141 | 5 |
| | 2,842 | 100 |

10. The association between the response rate and mobility is of importance and some calculations follow which attempt to establish the relationship between the proportion of men shown to have moved in the tabulated sample and the proportion it may have been if certain losses are allowed for.

If the firms which refused to co-operate are included in the sample on the basis of estimated size, the size of the original sample of workers can be estimated at 3,267. Allowing for the same proportion of ineligibles this would have been reduced, in practice, to

| | No. | Per cent |
|---|---|---|
| Tabulated .. .. .. | 2,768 | 85 |
| Part-interviewed .. .. | 99 | 3 |
| Moved away .. .. .. | 98 | 3 |
| Refusal .. .. .. | 131 | 4 |
| Non-contacts .. .. | 164 | 5 |
| | 3,260 | 100 |

If the number of mobile workers among contacts is re-estimated, on the basis of size of firm, the outcome is 979. To this should be added those who have moved away. If it is assumed that the proportion of mobile workers is the same among the part-interviewed, refused and non-contacts as in the tabulated sample this number is further increased to 1,234. This figure is 38 per cent of the revised total, compared with the figure of 38 per cent used in the report. There is no internal evidence to suggest that this figure is not representative of the sample selected, therefore. The proviso is, however, an important one. Bias towards older men and those in the main trades is apparent in the sample.

11. A comparison of the distribution of the men in the sample by occupation with the same distribution for all men in construction shows that the sample is biased toward bricklayers and painters and decorators and against 'other' building crafts.

| Occupation | Operative Sample Per cent | MPBW 1964 * Per cent |
|---|---|---|
| Carpenter/Joiner .. .. .. .. | 17 | 15 |
| Bricklayer .. .. .. .. .. | 13 | 9 |
| Slaters and Tilers .. .. .. .. | — | 1 |
| Plumbers and Glaziers .. .. .. | 6 | 6 |
| Plasterers .. .. .. .. .. | 4 | 3 |
| Painters and Decorators .. .. .. | 18 | 12 |
| Mason .. .. .. .. .. | 1 | 1 |
| Other Crafts .. .. .. .. | 3 | 8 |
| All other Occupations .. .. .. | 38 | 45 |

This bias may be associated with the fact that 40% of the Operative sample were not engaged on new construction, compared with 33% of operatives included in the Ministry of Public Buildings and Works figures.

12. The sample is also biased toward older men. This could be related to the loss to the sample of the large private contractors, and would depress the overall proportion of men in the sample who had changed jobs.

| Age in Years | Operative Sample Per cent | MPBW 1964 Per cent |
|---|---|---|
| —19 .. .. .. .. .. | 12 | 12 |
| 20—24 .. .. .. .. .. | 13 | 13 |
| 25—29 .. .. .. .. .. | 11 | 12 |
| 30—34 .. .. .. .. .. | 10 | 12 |
| 35—39 .. .. .. .. .. | 9 | 10 |
| 40—44 .. .. .. .. .. | 9 | 10 |
| 45—49 .. .. .. .. .. | 8 | 9 |
| 50—54 .. .. .. .. .. | 9 | 8 |
| 55—60 .. .. .. .. .. | 9 | 7 |
| 60 Plus .. .. .. .. .. | 10 | 6 |

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*Excluding Men engaged in Heating and Ventilating and Electrical Trades.

# APPENDIX II

SOCIAL SURVEY SS 371

## OPERATIVES IN CONSTRUCTION INDUSTRY

## OCCUPATION AND TRADE

STATUS
- Operative (Tradesman, Specialist)
- Foreman
- Ganger
- Chargehand
- Apprentice
- Improver (Learner)
- Labourer
- Mate
- Plant Operator
- Plant Fitter

MAIN TRADES
- General
- Carpenter/Joiner
- Bricklayer
- Mason
- Plumber
- Glazier
- Plasterer
- Painter & Decorator
- Slater & Tiler
- Asphalter
- Paviour

SPECIALIST TRADES
- Wall Tiler
- Plaster Board Fixer
- Insulation Fixer
- Floorlayer
- Excavator
- Concretor
- Rein. Fixer
- Rein. Bender
- Drainlayer
- Pipelayer
- Demolition Worker
- Banksman
- Timberman
- Concrete Finisher
- Scaffolder
- Feltroofer
- Faience Fixer
- Partition Fixer
- Ceiling Fixer
- Cladding Erector
- Window Fixer

PLANT OPERATOR
- General

EARTH MOVING EQUIP.
- General
- Scraper
- Dozer
- Dragline
- Backacter
- Skinner
- Face Shovel
- Hydraulic Digger
- Trencher

GROUND FORMATION EQUIP.
- General
- Rammer
- Pile Frames
- Breaker
- Compactor
- Roller
- Backfirer
- Pile boring M/C

CONCRETE CEMENTING PLANT
- General
- Mixers
- Mixing Plant (Central weigh batcher) etc.
- Concrete pump
- Concrete spreader and finisher
- Vibrator
- Power Float
- Cement Gun

LOADING AND TRANSPORTING
- General
- Monorail
- Lorry
- Belt loader
- Loading shovel
- Dumper
- Winch
- Fork lift

CRANES
- General
- Derrick
- Rail Mounted
- Climbing
- Crawler
- Mobile
- Tower

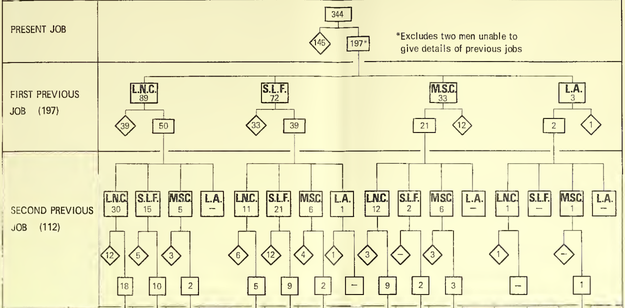
HAND TOOLS
- General
- Kango hammer
- Electric Drill
- Sanding M/C
- Pneumatic Drill

SPECIALIST EQUIP.
- General
- Block making M/C
- Spray Plast. M/S
- Circular Saw
- Grinding M/C
- Bending M/C
- Welding Equip.
- Asphalt Mixer
- Asphalt Boiler
- Sand blasting

GENERAL SITE EQUIP.
- Water pump
- Compressor
- Generator
- Hoist
- Mobile Platform

TYPE OF CONSTRUCTION
1. Load-bearing or brick-work. In-situ reinforced concrete or steel frame.
2. Industrialised large pre-cast concrete panels. Pre-cast concrete frame, light-weight steel frame, or timber frame.
3. Mixed (combinations of above).
4. Others.

## APPENDIX III PATTERN OF EMPLOYMENT OVER PREVIOUS 5 YEARS FOR THOSE CURRENTLY EMPLOYED BY LARGE NATIONAL CONTRACTORS



THIRD PREVIOUS JOB (60)

| | L.N.C. 30 (18) | S.L.F. 15 (10) | MSC 5 (2) | L.A. – | L.N.C. 11 (5) | S.L.F. 21 (9) | MSC 6 (2) | L.A. 1 (–) | L.N.C. 12 (9) | S.L.F. 2 (2) | MSC 6 (3) | L.A. – | L.N.C. 1 (–) | S.L.F. – | MSC 1 (1) | L.A. – |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| L.N.C. | 7 | 3 | 2 | | 4 | 5 | 1 | | 3 | 2 | 1 | | | | – | |
| S.L.F. | 4 | 5 | – | | 1 | 4 | 1 | | 3 | – | – | | | | 1 | |
| M.S.C. | 6 | 2 | – | | – | – | – | | 2 | – | 1 | | | | – | |
| L.A. | 1 | – | – | | – | – | – | | 1 | – | – | | | | – | |

◇ Indicates number of men with no previous jobs in five-year period

L.N.C. – LARGE NATIONAL CONTRACTOR
M.S.C. – MEDIUM SIZE CONTRACTOR
S.L.F. – SMALL LOCAL FIRM
L.A. – LOCAL AUTHORITY

# APPENDIX IV

SOCIAL SURVEY — OPERATIVES IN CONSTRUCTION — S.S. 371

| | |
|---|---|
| SERIAL NO: / / | CARD 0 |
| **A. ENTRY TO EMPLOYMENT** | /////////// |
| 1. What was your first job after you left school? [IF FIRST JOB ABROAD CODE 99 IN BOX AND GO TO Q.9]<br>Occupation | (18–20) |
| Industry | (21–24) |
| [CODE NOW] Building/Civil Engineering | (25)<br>1 |
| Other | 2 |
| 2. When you started looking for a job after you left school did you get one within a week or were you out of work for a time | (26) |
| Within a week | 3 |
| Out of work | 4-ask (a) |
| IF 'OUT OF WORK' (4)<br>a) For how long? (Weeks in Box) | (27, 28) |
| 3. How did you first get to know about your first job? (ONE CODE ONLY) | (29, 30) |
| Employment Exchange or YEO | 1 |
| Commercial Agency | 2 |
| Non-Comm. Agency (Trade Union etc.) | 3 |
| Advertisement in newspaper (Nat. & Loc.) | 4 |
| Trade or Professional Journal | 5 |
| Notice Boards (Shop and Factory) | 6 |
| Informant approached employer | 7 |
| Employer approached informant | 8 |
| Heard or knew about it from someone. | 9) Ask (a) (b) |
| Job obtained through pers. recommend. | 10) Ask (a) (b) |
| Family business | 11 |
| School or College | 12 |
| Other (Specify) | 13 |
| If 'heard about' or 'recommended' (9, 10)<br>a) Who told you about it/recommended you? | (31) |
| Father | 1 |
| Brother | 2 |
| Uncle | 3 |
| Friend | 4 |
| Other relative | 5 |
| Other (Specify) | 6 |
| b) Did they at the time work at the firm where you got your first job? | (32) |
| YES? | 1 |
| NO | 2 |
| 4. What was the position in the firm of the person who took you on? | (33) |
| Owner, boss, governor, director, manager (not personnel) etc | 3 |
| Self-employed person (e g doctor) | 4 |
| Personnel Officer, Welfare Officer, Labour Manager | 5 |
| Foreman, chargehand | 6 |
| Office staff (Secretary, Clerk) | 7 |
| Others | 8 |
| DNA (Inf self-employed) | 9 |

| | |
|---|---|
| 5. What made you take on that particular job? (CODE ALL THAT APPLY) | (34) |
| The money | 1 |
| Prospects | 2 |
| Training given | 3 |
| Hours & Holiday good | 4 |
| Pension | 5 |
| Security | 6 |
| The type of work | 7 |
| Working conditions good | 8 |
| Accommodation provided with job | 9 |
| | (35) |
| Near home | 1 |
| Particular locality/place desired | 2 |
| Said to be a good firm | 3 |
| People, boss, nice | 4 |
| Parents insisted | 5 |
| State of health | 6 |
| Only job available | 7 |
| Other (specify) | 8 |
| | (36) |
| 6. Were you quite satisfied to take this particular job or would you have preferred a different kind of job *at that time*? | (37) |
| Satisfied | 1 |
| Different job | 2-ask (a) |
| If 'Different' (2)<br>a) Why? | |
| 7. Did you get any kind of advice on jobs from anyone, either before or just after you left school? | (38) |
| YES | 1-ask (a), (b) |
| NO | 2 |
| IF YES (1) | |
| a) Who from? [Specify position or relationship] | (39) |
| Friends | 3 |
| Relatives | 4 |
| Teacher | 5 |
| Y.E. Officer | 6 |
| Emp. Exchange | 7 |
| Other (specify) | 8 |
| b) What advice were you given? | (40) |
| Advice about specific job or vacancy, related to abilities of informant | Y |
| Other advice | X |

| | | |
|---|---|---|
| **B JOBS BEFORE ENTERING CONSTRUCTION.** | | |
| CHECK BACK TO Q.1.<br>IF FIRST JOB BUILD./CIVIL ENGINEERING GO TO 9<br>IF FIRST JOB *NOT* B/C. ENG. *GO TO* 8 | | CARD 0 CONTINUED<br>(41) |
| 8 Apart from your first job what other occupations did you follow before going into building/civil engineering?<br>None<br>a) Did you receive any training for any of them? | | 1-go to Q. 9 |
| OCCUPATION | TRAINING GIVEN? | |
| | YES NO | |
| 1. | Y X | (42–44) |
| 2. | Y X | (45–47) |
| 3. | Y X | (48–50) |
| 4. | Y X | (51–53) |
| 5. | Y X | (54–56) |
| 6 | Y X | (57–59) |
| **C. FIRST JOB IN CONSTRUCTION.** | | |
| 9. How old were you when you got your first job in building/civil engineering? [Nearest complete year.] | | CARD 1 STARTS<br>(8, 9) |
| 10. How long ago was that? (YEARS) | | (10, 11) |
| 11. Was it in the U.K. or another country?<br>U.K.<br>Another country | | (12)<br>1<br>2 |
| 12. In your first job in building/civil engineering were you taken on at the site or at the office of the firm?<br>Site<br>Office | | (13)<br>1<br>2 |
| 12. What exactly did you do in your first job in building/civil engineering?<br>a) Position. [FRAME 'A'] | | (14)<br>A |
| b) Trade. [FRAME 'B'] | | (15–17)<br>B |
| IF FIRST JOB IN BUILD./CIV. ENG. 5 YEARS AGO OR LESS, ASK Q's 14–23. IF MORE THAN FIVE YEARS AGO GO TO Q.24. | | |
| 14. What type of building was being erected on the site? [FRAME 'C'] | | (18)<br>C |
| 15. What type of construction was it? [FRAME 'D'] | | (19)<br>D |
| 16. What stage of construction had the building reached when you first started work on it? [FRAME 'E'] | | (20)<br>E |

| | |
|---|---|
| 17. What kind of work were you yourself doing there? [FRAME 'F'] | (21, 22)<br>F |
| 18. Who was the general contractor for the site? [IF NOT ON SITE, NAME OF EMPLOYER] | |
| 19. Were you employed (Paid) by the<br>General contractor<br>A specialist firm<br>or were you self-employed?<br>If Self-Employed (A):<br>Were you a specialist sub-contractor<br>Labour only | (23)<br>1<br>2<br>A<br><br>3<br>4 |
| 20. Were you living at home or away from home when you were working at your first job in building/civ engineering?<br>Home<br>Away<br>Both | (24)<br>1<br>2<br>3 |
| 21. How long did it usually take you to get to work?<br>Minutes | (25, 26) |
| 22. How did you usually travel to work?<br>(SINGLE CODE) One foot *only*<br>[CODE ALL THAT APPLY] Cycle<br>Car/Motor Cycle<br>Public Transport<br>Firm's Transport<br>Other | (27)<br>3<br>4<br>5<br>6<br>7<br>8 |
| 23. Can you remember what your weekly take-home pay was? | (23–31)<br>£ |
| *TO ALL* | (32) |
| 24. Have you worked for the same firm continously since you started in building/civil engineering?<br>YES<br>NO | <br>1<br>2-ask (a) |
| IF NO (2)<br>a) Have you taken any jobs outside the building and civil engineering industry since you first started in it?<br>YES<br>NO | (33)<br>1-ask (i)-(ii)<br>2-go to 25 |
| IF YES: (1)<br>i) What occupations did you follow?<br>ii) Did you have any training for any of them?<br>(Include "Forces" if Regular Service<br>Specify Forces 'Trade' if any.) | |

| Occupation | Training given?<br>YES NO | |
|---|---|---|
| 1. | Y X | (34–36) |
| 2. | Y X | (37–39) |
| 3. | Y X | (40–42) |
| 4. | Y X | (43–45) |
| 5. | Y X | (46–48) |
| 6. | Y X | (49–51) |

| | |
|---|---|
| D. APPRENTICESHIP | |
| 25. Have you served, or are you serving, a building craft apprenticeship?<br>Served<br>Serving<br>No | CARD 1 CONTINUED<br>(52)<br>1 } ask<br>2 } (a)–(c)<br>3 - go to Q.26 |
| IF SERVED (1) or SERVING (2)<br>a) In what trade? | (53–55) |
| b) Did you do any kind of formal full-time training before your apprenticeship?<br>YES<br>NO | (56)<br>Y<br>X |
| IF YES (Y)<br>i) What form did it take? | (57) |
| c) Did you complete your apprenticeship?<br>YES<br>NO | (58)<br>Y<br>X |
| IF YES (Y)<br>i) How long did you serve? (MONTHS) | (59–60) |
| IF NO (X)<br>ii) Why not? | (61) |
| | (62) |
| F. ACADEMIC TRAINING | |
| 26. Have you ever attended a school or college, or taken a correspondence course for further technical education since you left school?<br>Attending now<br>Have attended<br>NO | (63)<br>1 } ask 27<br>2 }<br>3 - go to Q.34 |
| 27. Did/do you<br>attend evening classes *only*<br>get Day release<br>get Block release<br>take a correspondence course<br>Other | <br>4<br>5<br>6<br>7<br>8 |
| 28. What type of course was/is it?<br>City & Guilds { Preliminary<br>Ordinary<br>Advanced<br>Full Technological<br>O.N.C.<br>H.N.C.<br>Other (specify) | (64)<br>1<br>2<br>3<br>4<br>5<br>6<br>7 |
| 29. What were/are the subjects of your classes at college? | (65) |
| | (66) |

| | |
|---|---|
| 30. What made you start that particular course?<br>Compulsory or expected by employer<br>Pressure by parents<br>To learn Trade/improve prospects<br>Other (specify) | (67)<br>1<br>2<br>3<br>4 |
| 31. How long did you (have you) attended the course? | (68–70) |
| 32. Did (has) this time include(d) any repeated years?<br>YES<br>NO | (71)<br>1-ask (a)<br>2 |
| IF YES (1)<br>a) How many? | (72) |
| 33. Have you completed a course?<br>Completed<br>Still attending<br>Did not complete<br>IF COMPLETED (1)<br>a) Was there a final examination for the course?<br>YES<br>NO<br>IF YES (4)<br>i) Did you attend or set for the final examinations for the course?<br>YES<br>NO | (73)<br>1-ask a)<br>2-go to 34<br>3-ask b)<br><br><br>4-ask (i)<br>5<br><br><br>6-ask ii)<br>7-ask b) |
| IF YES (6)<br>ii) What exams. and with what result? | ////////// |

| Name of Exam. | Passed YES | Passed NO | |
|---|---|---|---|
| A | 1 | 2 | (74) |
| B | 1 | 2 | |
| C | 1 | 2 | (75) |
| D | 1 | 2 | |
| E | 1 | 2 | (76) |
| F | 1 | 2 | |
| G | 1 | 2 | (77) |
| H | 1 | 2 | |

| | |
|---|---|
| IF NO (3 *or* 7)<br>b) Why not? | (78) |
| | (79)<br>END OF CARD 1 |

| | |
|---|---|
| F. PRACTICAL TRAINING | //////////// |
| 34 Have you done any other courses or training courses while you've been employed in the building/civil engineering industry (other than at school or college)? | CARD 2 STARTS (8) |
| YES | 1-ask (a) to (d) |
| NO | 2 |
| IF YES (1)<br>a) Was it given | |
| On site | 3 |
| RUNNING PROMPT at a Manufacturer's | 4 |
| at Employers' Central Training Course | 5 |
| or Other place (specify) | 6 |
| b) What subjects did it cover? For instance, plant and machinery, shuttering, scaffolding, or what? | (9) |
| | (10) |
| c) How long did it take to complete the course? (Weeks) | (11–13) |
| d) Did you complete the course? | (14) |
| YES | 7 |
| NO | 8 |
| 35. What are you now working as? [FRAME A] | (15)<br>A |
| G. ATTITUDES TOWARD TRAINING | //////////// |
| IF CODED 0-4 IN Q.35 ASK Q's 36-39.<br>IF *NOT* CODED 0-4 GO TO Q.40. | //////////// |
| I'd like to ask you a few things about the apprenticeship system as a system of training for the building/civil engineering industry<br>36. What do you think of the training an apprentice receives at work? | (16) |
| O | (17) |
| 37 What do you think of the training an apprentice receives at college? | (18) |
| O | (19) |
| 38. Does the college training help apprentices in their actual work on the site? | (20) |
| YES | 1 |
| NO | 2-ask (a) |
| IF NO (2)<br>a) Why not? | |
| | (21) |

| | |
|---|---|
| 39. It has been argued that a man can be trained (as a ............................)<br>O in less than the present 4/5 years. Do you agree or disagree?<br>IF INFORMANT HAS SERVED APPRENTICESHIP INSERT TRADE BETWEEN BRACKETS IN QUESTION | (22) |
| Agree | 3 } ask (a) |
| Disagree | 4 } ask (a) |
| Depends | 5 } ask (a) |
| a) What makes you think that? | (23) |
| | (24) |
| *TO ALL*<br>40 It has been suggested that it ought to be possible to take an apprenticeship<br>O (or training of a similar kind) at any age Do you think this is a practical suggestion or not? | (25) |
| Practical | 6 } ask (a) |
| Impractical | 7 } ask (a) |
| Depends | 8 } ask (a) |
| a) Why do you think so? | (26) |
| | (27) |
| 41. Would you say that methods of work in the building/civil engineering industry are changing or not?<br>O | (28) |
| Changing very quickly | 1 } ask a) & b) |
| PROMPT AS NECESSARY Changing gradually | 2 } ask a) & b) |
| Not changing | 3 |
| IF CHANGING (1) & (2)<br>a) In what ways? | (29) |
| More mechanisation, more/better machinery, less handling | 1 |
| More concrete, precast concrete | 2 |
| Prefabricated materials used much more | 3 |
| New & better or more varied materials | 4 |
| Other (specify) | 5 |
| | (30) |
| b) Would you say that training in the industry has kept pace with the changes? | (31) |
| YES | 6 } ask i) |
| NO | 7 } ask i) |
| i) What makes you think that? | (32) |
| | (33) |

| | |
|---|---|
| **H CURRENT JOB** | |
| | CARD 2<br>CONTINUED<br>(34) |
| 42. Are you employed by a firm or are you self-employed? | |
| Firm | 1 |
| Self-employed { (Specialist sub-contractor | 2 } ask d) i) & ii) |
| Self-employed { Labour only | 3 } ask d) i) & ii) |
| IF FIRM (1)<br>a) What is the name of the firm you are working for now? | |
| b) How long have you been with the firm? | (35, 36) |
| c) Would you describe this firm as | (37) |
| a large national contractor | 1 |
| small local firm | 2 |
| or falling between the two | 3 |
| d) Are they general contractors or specialist contractors? | (38) |
| General Contractor | 4 |
| Specialist Contractor | 5-ask (i) only |
| IF SELF-EMPLOYED (Q. 42 codes 3 or 3 ask i) & ii)<br>IF SPECIALIST CONTRACTOR (Q. 42d), code 5) ask i) ONLY<br>i) What is the name of the general contractor for the site? | (39) |
| ii) Have you been self-employed for the last five years or more | |
| 5 yrs & over | 6 } ask 43 |
| Less than 5 yrs. | 7 } ask 43 |
| 43. What are you employed as?<br>Position [FRAME 'A']<br>REPEAT FROM Q.35. | (40)<br>A |
| 44 What is your trade or what plant/machinery do you operate? [FRAME 'D'] | (41–43)<br>B |
| 45. What plant or machinery have you used yourself on the site you are on now?<br>(Describe below)<br>a) Do you just use it or are you responsible for its maintenance also? | |

| PLANT | USE | MAIN | |
|---|---|---|---|
| | Y | X | (44–46) |
| | Y | X | (47–49) |
| | Y | X | (50–52) |
| | Y | X | (53–55) |
| | Y | X | (56–58) |
| | Y | X | (59–61) |

| | |
|---|---|
| 46. How did you learn to use this equipment? Did you<br>(RUNNING PROMPT) | (68) |
| Teach yourself | 1 |
| Get the idea from seeing it done? | 2 |
| Get factory or site training | 3 |
| Have a special course? | 4 |
| Other | 5 |
| D.K. | 6 |
| 47. What type of building is being erected?<br>[FRAME 'C'] | (69)<br>C |
| 48. What type of construction is it?<br>[FRAME 'D'] | (70)<br>D |
| 49. What *stage* of construction is it at?<br>[FRAME 'E'] | (71)<br>E |
| 50. What type of work are you actually carrying out?<br>[FRAME 'F'] | (72, 73)<br>F |
| 51. On your present site, have you used any methods, tools or equipment which you have not used before? | (74) |
| YES | 1-ask (a) |
| NO | 2 |
| (PROBE FULLY) | |
| IF YES (1):<br>a) What are the new methods, tools or equipment? | (75) |
| | (76) |
| 52. Are you living away from home now or not? | (77) |
| Home | 1 |
| Away | 2 |
| Both | 3 |
| 53. How long does it usually take you to travel to the site?<br>Minutes | (78, 79) |
| 54. What form of transport do you usually use to get to work? | (80) |
| [SINGLE CODE] Walk *only* | 3 |
| [CODE ALL THAT APPLY] { Cycle | 4 |
| [CODE ALL THAT APPLY] { Car/Motor cycle | 5 |
| [CODE ALL THAT APPLY] { Public Transport | 6 |
| [CODE ALL THAT APPLY] { Firm's Transport | 7 |
| [CODE ALL THAT APPLY] { Other (describe) | 8 |

IF SELF EMPLOYED FOR LESS THAN 5 YEARS (Q.42d) ii) code 7), GO TO Q.55 AND 56

IF SELF-EMPLOYED FOR 5 YEARS AND OVER (Q.42d) ii) code 6), GO TO Q.56 AND THEN SKIP TO Q.67 PAGE 10

IF NOT SELF-EMPLOYED (Q.42 code 1), GO TO Q.55 THEN SKIP TO Q.57

TO *ALL* EMPLOYED MEN AND TO MEN WHO HAVE BEEN SELF-EMPLOYED FOR LESS THAN FIVE YEARS (Q.42 (a) code 7)

1. EMPLOYMENT RECORD. Q.55. What employers have you worked for in the last five years or what changes of trade or grade (Frame 'B') have you made in the same period?

| | | | | | |
|---|---|---|---|---|---|
| a) Employer | CARD 3 STARTS | a) Employer | CARD 3 STARTS | a) Employer | CARD 3 STARTS |
| b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (8)<br>1<br>2<br>3 | b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (23)<br>1<br>2<br>3 | b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (38)<br>1<br>2<br>3 |
| c) How old were you when you joined the firm? (Last Birthday) | (9, 10) | c) How old were you when you joined the firm? (Last Birthday) | (24, 25) | c) How old were you when you joined the firm? (Last Birthday) | (39, 40) |
| d) What were you working as? [FRAME 'A'] | (11)<br>A | d) What were you working as? [FRAME 'A'] | (26)<br>A | d) What were you working as? [FRAME 'A'] | (41)<br>A |
| e) What was your trade? [FRAME 'B'] | (12–14)<br>B | e) What was your trade? [FRAME 'B'] | (27–29)<br>B | e) What was your trade? [FRAME 'B'] | (42–44)<br>B |
| f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (15)<br>1<br>2<br>3 | f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (30)<br>1<br>2<br>3 | f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (45)<br>1<br>2<br>3 |
| g) i) Where was your home? (town/county) when working for X (empl.)? | (16, 17) | g) i) Where was your home? (town/county) when working for X (empl.)? | (31, 32) | g) i) Where was your home? (town/county) when working for X (empl.)? | (46, 47) |
| ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (18)<br>1<br>2 } Ask<br>3 } iii) | ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (33)<br>1<br>2 } Ask<br>3 } iii) | ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (48)<br>1<br>2 } Ask<br>3 } iii) |
| IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (19, 20) | IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (34, 35) | IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (49, 50) |
| iv) Why did you leave this firm?<br>PROMPT AS NECESSARY Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (21)<br>1<br>2<br>3<br>4<br>0 | (iv Why did you leave this firm?<br>PROMPT AS NECESSARY Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (36)<br>1<br>2<br>3<br>4<br>0 | iv) Why did you leave this firm?<br>PROMPT AS NECESSARY Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (51)<br>1<br>2<br>3<br>4<br>0 |
| PREVIOUS JOB TO CURRENT JOB | (22)<br>1 | JOB BEFORE | (37)<br>2 | JOB BEFORE | (52)<br>3 |

| | | | | | |
|---|---|---|---|---|---|
| a) Employer | CARD 4 STARTS | a) Employer | CARD 4 STARTS | a) Employer | CARD 4 STARTS |
| b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (8)<br>1<br>2<br>3 | b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (23)<br>1<br>2<br>3 | b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (38)<br>1<br>2<br>3 |
| c) How old were you when you joined the firm? (Last Birthday) | (9, 10) | c) How old were you when you joined the firm? (Last Birthday) | (24, 25) | c) How old were you when you joined the firm? (Last Birthday) | (39, 40) |
| d) What were you working as? [FRAME 'A'] | (11)<br>A | d) What were you working as? [FRAME 'A'] | (26)<br>A | d) What were you working as? [FRAME 'A'] | (41)<br>A |
| e) What was your trade? [FRAME 'B'] | (12–14)<br>B | e) What was your trade? [FRAME 'B'] | (27–29)<br>B | e) What was your trade? [FRAME 'B'] | (42–44)<br>B |
| f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (15)<br>1<br>2<br>3 | f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (30)<br>1<br>2<br>3 | f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (45)<br>1<br>2<br>3 |
| g) i) Where was your home? (town/county) when working for X (empl.)? | (16, 17) | g) i) Where was your home? (town/county) when working for X (empl.)? | (31, 32) | g) i) Where was your home? (town/county) when working for X (empl.)? | (46, 47) |
| ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (18)<br>1<br>2 } Ask<br>3 } iii) | ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (33)<br>1<br>2 } Ask<br>3 } iii) | ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (48)<br>1<br>2 } Ask<br>3 } iii) |
| IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (19, 20) | IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (34, 35) | IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (49, 50) |
| iv) Why did you leave this firm?<br>PROMPT AS NECESSARY<br>Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (21)<br>1<br>2<br>3<br>4<br>0 | iv) Why did you leave this firm?<br>PROMPT AS NECESSARY<br>Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (36)<br>1<br>2<br>3<br>4<br>0 | iv) Why did you leave this firm?<br>PROMPT AS NECESSARY<br>Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (51)<br>1<br>2<br>3<br>4<br>0 |
| JOB BEFORE | (22)<br>4 | JOB BEFORE | (37)<br>5 | JOB BEFORE | (52)<br>6 |

| | | | | | |
|---|---|---|---|---|---|
| a) Employer | CARD 5 STARTS | a) Employer | CARD 5 STARTS | IF SELF EMPLOYED (Q.42, Code 2 or 3) | |
| b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (8)<br>1<br>2<br>3 | b) Would you describe the firm as a<br>Large National Firm<br>Small Local Firm<br>Or falling between the two | (23)<br>1<br>2<br>3 | 56. About how many different sites have you worked on in the last five years? | (38–39) |
| c) How old were you when you joined the firm? (Last Birthday) | (9, 10) | c) How old were you when you joined the firm? (Last Birthday) | (24, 25) | a) About how many different contractors have you worked for?<br>One Contractor<br>2–5 Contractors<br>6–10 Contractors<br>Over 10 Contractors | (40)<br>1<br>2<br>3<br>4 |
| d) What were you working as? [FRAME 'A'] | (11)<br>A | d) What were you working as? [FRAME 'A'] | (26)<br>A | IF SELF-EMPLOYED FOR LESS THAN FIVE YEARS GO TO Q.57. IF SELF-EMPLOYED FOR FIVE YEARS OR MORE GO TO Q.67. | |
| e) What was your trade? [FRAME 'B'] | (12–14)<br>B | e) What was your trade? [FRAME 'B'] | (27–29)<br>B | | |
| f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (15)<br>1<br>2<br>3 | f) Was the general run of work there the same as at other firms, more specialised, or covering a wider range of work?<br>Same<br>More specialised<br>Wider range | (30)<br>1<br>2<br>3 | | |
| g) i) Where was your home? (town/county) when working for X (empl.)? | (16, 17) | g) i) Where was your home? (town/county) when working for X (empl.)? | (31, 32) | | |
| ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (18)<br>1<br>2 } Ask<br>3 } iii) | ii) Where did you live when working for X (empl.)?<br>Home<br>Away<br>Both | (33)<br>1<br>2 } Ask<br>3 } iii) | | |
| IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (19, 20) | IF AWAY (2) OR BOTH (3)<br>iii) What area (Town/County) did you live in for most of that time? | (34, 35) | | |
| iv) Why did you leave this firm?<br>PROMPT AS NECESSARY Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (21)<br>1<br>2<br>3<br>4<br>0 | iv) Why did you leave this firm?<br>PROMPT AS NECESSARY Travelling time<br>Pay<br>Conditions at work<br>Other (specify)<br>Job finished | (36)<br>1<br>2<br>3<br>4<br>0 | | |
| JOB BEFORE | (22)<br>7 | JOB BEFORE | (37)<br>8 | | |

| | |
|---|---|
| J. JOB CHANGING | |
| 57. The *last* time you made a move from one employer to another of your own free choice was when you moved from Employer ............<br>to Employer ............<br>Identify move in Q.55) | CARD 6 STARTS |
| 58. How satisfied were you with your job at ............?<br>(Emp. *before* move) Very<br>Fairly<br>Not at all | (8)<br>1<br>2<br>3 |
| 59. How long were you thinking of making the move before you actually moved?<br>............ | (9, 10) |
| 60. What first started you thinking about making a move? | (11) |
| | (12) |
| 61. Did you know anything about the job at ............ before you went to it?<br>[Emp. *after* move]<br>YES<br>NO | (13)<br><br><br>1-ask (a)<br>2 |
| IF YES (1)<br>a) What did you know about it *before* you went? | (14) |
| | (15) |
| 62. Whom did you first approach about a job at ............<br>[EMP. *AFTER* MOVE]<br>Foreman (general)<br>Manager (area, contracts)<br>Agent (site)<br>Head of firm<br>Others (specify)<br>............ | (16)<br><br><br>1<br>2<br>3<br>4<br>5 |
| 63. Had you known him before seeing him about this job?<br>YES<br>NO | (17)<br><br>6<br>7 |
| 64. When you moved to ... (Emp *after* change) did any of the people working at ............ (Emp. *before* change) go to ............ (Emp. *after* change) also? [at about the same time]<br>YES<br>NO | (18)<br><br>1<br>2 |

65. I've got here a list of possible reasons for satisfaction or dissatisfaction with a job. [SHOWCARD] Could you tell me which (if any) of them were a cause of satisfaction or dissatisfaction with your job at [Emp. *before* change]

[TICK ALL REASONS FOR SAT./DISSAT IN 1ST. COL. THEN ASK INF. TO RANK TICKED REASONS IN ORDER OF IMPORTANCE. CODE MOST IMP. REASON 1, SECOND 2 AND SO ON.]

| | SAT. | | DISSAT. | | |
|---|---|---|---|---|---|
| | TICK | RANK | TICK | RANK | |
| PAY | | | | | (19, 20) |
| HOURS OF WORK | | | | | (21, 22) |
| SECUIRTY | | | | | (23, 24) |
| WORKMATES | | | | | (25, 26) |
| INTEREST OF WORK | | | | | (27, 28) |
| OPPORTUNITY TO USE SKILLS | | | | | (29, 30) |
| VARIETY OF WORK | | | | | (31, 32) |
| RES-PONSIBILITY | | | | | (33, 34) |
| COULD TAKE OWN DECISIONS | | | | | (35, 36) |
| NEAR HOME | | | | | (37, 38) |
| CONDITIONS OF WORK | | | | | (39, 40) |
| EMPLOYER | | | | | (41, 42) |
| NONE | | | | | (43, 44) |

| | |
|---|---|
| 66. Did any of the reasons I have shown you *cause* you to move from ............ [Emp. *before* move] to ............ [Emp *after* move]<br>YES<br>NO | (45)<br>1-ask (a) to (c)<br>2-ask (c) |
| IF YES (1)<br>a) Which reasons? | (46) |
| | (47) |
| b) Which was the most important? | (48) |
| IF YES (1) *OR* NO (2)<br>c) What *other* reasons did you have for moving? | (49) |
| | (50) |
| | (51) |

| K. CURRENT ISSUES IN BUILD./CIV. ENG. | CARD 6 CONTINUED |
|---|---|
| | (52) |
| 67. Men in building/civil engineering can move about freely from one employer to another. Do you think this is a good thing or not? | |
| O | |
| GOOD | 1) }-ask |
| NOT GOOD | 2) } (a) |
| | (53) |
| a) Why do you think so? | |
| Freedom/go where you like/change of scenery | 1 |
| Can do better financially if on move | 2 |
| Can move to better job/better conditions | 3 |
| Need more security/better chance of promotion if stay/no security with small builders | 4 |
| Others (specify) | 5 |
| | (54) |
| I am going to make a number of statements about the building/civil engineering industry.<br>I'd like you to say whether you think they are right or not. [SHOW CARD EXPLAIN]. | |
| 68. Modern building doesn't need so much craftsmanship but it needs more all-round skill. | |
| O Certainly right | 1 |
| Probably | 2 |
| D.K. | 3 |
| Probably not | 4 |
| Definitely not right | 5 |
| | (55) |
| 69. Rather than pay fixed rates it would be fairer to test men to find out how well they can do a job and pay accordingly | |
| O Certainly right | 1 |
| Probably | 2 |
| D.K. | 3 |
| Probably not | 4 |
| Definitely not right | 5 |
| | (56) |
| 70. There are now more routine and repetitive jobs being done in building than there used to be. | |
| O Certainly right | 1 |
| Probably | 2 |
| D.K. | 3 |
| Probably not | 4 |
| Definitely not right | 5 |

| | |
|---|---|
| | (57) |
| 71. It should be possible for building trade workers of any age to go on a short course to learn a new skill in building | |
| O Certainly right | 1 |
| Probably | 2 |
| D K | 3 |
| Probably not | 4 |
| Definitely not right | 5 |
| | (58) |
| 72. Do you intend to stay in building? | |
| YES | Y |
| NO | X-ask (a) |
| IF NO (X)<br>a) Why do you think of leaving? | |
| | (59) |
| | (60) |
| 73. If you could make one change which would make building a more attractive job in general, what would it be? | |
| O | (61) |
| | (62) |
| 74. Would you think it a good or bad idea if most of the big firms employed most of their men permanently? | |
| O GOOD | Y) }-ask |
| BAD | X) } (a) |
| | (63) |
| a) In what ways? (Good/bad) | |
| | (64) |
| | CARD 6 CONTINUES ON PAGE 12 |

## L. PAY

75. How was your last weekly wage made up? That is, what part of it was hourly pay and what part of it was extra payments for travelling and so on. [Code in £ and s. to nearest shilling.]

| | CARD 7 STARTS |
|---|---|
| HOURLY RATE [in shillings/pence] | (8–11) |
| OVERTIME | (12–15) |
| EXTRA PAYMENTS FOR | (16–19) |
| a) Work at heights | (20–23) |
| b) Bad working conditions | (24–27) |
| c) Work on ladders: 40 ft. | (28–31) |
| 75 ft. | (32–35) |
| d) Work on trenches etc | (36–39) |
| e) Continuous extra skill etc. | (40–43) |
| f) Intermittent responsibility | (44–47) |
| g) Demolition | (48–51) |
| TRAVELLING: Fares & Time | (52–55) |
| LODGINGS | (56–59) |
| INCENTIVE PAY | (60–63) |
| TOTAL GROSS PAY | (64–67) |
| NET (TAKE-HOME) PAY | (68–71) |

LAST WEEKLY WAGE IS THE LAST ONE RECEIVED

| | |
|---|---|
| 76. How many hours did you spend at work last week, including overtime? [Last week is last week for which pay was received, Q.75.] | (72–73) |
| 77. Do you think this wage was a fair return for the work you put in that week? | (74) |
| YES | Y |
| NO | X-ask (a) |
| IF NO: (X)<br>a) Why not? | (75) |
| 78. How do you think this pay compares with what you might earn on another site [IN SAME BROAD AREA] | (76) |
| On this site it is ........ MORE | 1 |
| SAME | 2 |
| LESS | 3 |
| OTHER | 4 |
| 79. How does it compare with what you might get outside the building industry? In building get MORE | (77)<br>1 |
| SAME | 2 |
| LESS | 3-ask a) |
| IF LESS (3)<br>a) Has this tempted you to move outside the building/civil engineering industry? YES | 8 |
| NO | 9-ask (i) |
| IF NO (9)<br>i) Why not? | (78) |
| 80. Is the difference in pay between one job and another the single most important thing which would make you decide to move? | (79) |
| YES | Y |
| NO | X-ask (a) |
| IF NO (X)<br>a) Why not? | (80) |

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| CLASSIFICATION | CARD 6 CONTINUED |
|---|---|
| i) Age next birthday. | (65, 66) |
| ii) | (67) |
| Married | 1 |
| Single | 2 |
| Widowed | 3 |
| iii) Age at marriage | (68, 69) |
| iv) No. of children of school age | (70, 71) |
| v) Informants Country of Birth | (72) |
| ENGLAND | 1 |
| SCOTLAND | 2 |
| WALES | 3 |
| N. IRELAND | 4 |
| EIRE | 5 |
| OTHER | 6 |
| Specify | |
| vi) Country of first full-time employment. ENGLAND | (73, 74) |
| County | |
| SCOTLAND | 48 |
| WALES | 49 |
| N. IRELAND | 50 |
| EIRE | 51 |
| OTHER | 52 |
| Specify | |

| | | |
|---|---|---|
| | vii) Now living in | (75, 76) |
| | ENGLAND | |
| | County | |
| | SCOTLAND | 48 |
| | WALES | 49 |
| | N. IRELAND | 50 |
| | EIRE | 51 |
| | viii) What type of school did you *last* attend? | (77) |
| PROMPT | Secondary Mod., Non-grammar, Elementary, Church | 1 |
| | Central, Intermediate, Higher Grade, Secondary Technical | 2 |
| | State Grammar, County High, Central Sec. | 3 |
| | Private school (Prep., Public | |
| | Other (incl. foreign) | |
| | ix) How old were you when [illegible] school (last birthda | |
| | x) Did you pass any exams. or get any certificates? | (80) |
| | NONE | 1 |
| | G.C.E. 'A', H.S.C., Inter. | 2 |
| | G.C.E. 'O', G.S.C. | 3 |
| | Other (specify) | 4 |
| | Interviewer | |
| | Date | |

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